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Intermountain Region

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Colleen Anderson, Editor
Susan McDaniel, Design and Layout



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"The Forest Service needs to change or it will be like a frog in a pan of hot water that adjusts to the temperature until it dies."

Getting the Frog OUT OF THE WATER

The Region 4 Leadership Team met in Ogden the first week of February to consider external and internal CHANGES, as both will present challenges to Forest Service employees.

The results of the recent election gave notice that the American people want change and more involvement in governing this Nation. We can expect that mood to extend to the Forest Service. We will be pushed hard to change the status quo.

Regional Forester Gray Reynolds told the Leadership Team, "We have to make changes to get more money on

the ground, and we'd better figure out how to do it. When you leave this meeting on Thursday, you should have some tools in your hands." Those tools came through agenda items that included Ecosystem Management, Strategic Planning, the Mission, Vision and Guiding Principles, and the Elephantz Team Report (the last three are summarized on subsequent pages).

Gray said that we will need to be more accountable to the public in the future. "We need to assure we have the expertise to make the best decisions possible, not after the fact in appeals." He also said Region 4 is well positioned for change through efforts



(Left to right) Susan Gianettino, Forest Supervisor, Wasatch-Cache; Steve Mealey, Forest Supervisor, Boise; and Dave Alexander, Forest Supervisor, Payette, eat the frog legs that were served the entire Region 4 Leadership Team by the Elephantz Quality Improvement Team. The Elephantz Team explained this unusual disruption and treat (?) this way: "The Forest Service needs to change or it will be like a frog in a pan of hot water that adjusts to the temperature until it dies."

such as TQM, shared services, Elephantz, Forest Plan revisions, showcasing, partnerships, volunteers, and state and local relationships. Gray said the two issues we need to hit hard in this Region are workforce diversity and managing activities on the ground.

Although we may need to "change our ways," or at least some of them, Gray repeated several times that employees should not feel threatened by the topics discussed at the Leader-

ship Team meeting. Anything that is done will be done over time in a planned fashion and the result will be a very strong, viable organization.

Deputy Regional Forester Clair Beasley said this in another context, but its applicability is far reaching, "The more we anticipate, the more we reap the benefits."

Immediately following the Leadership Team meeting, Gray made a video summarizing the proceedings. It was

sent to Forest Supervisors and District Rangers and copies are available to Regional Office employees through the Public Affairs Office. So, all employees should have an opportunity to hear about the meeting directly from the Regional Forester. Further information can be obtained from the Forest Supervisors or Directors who attended the meeting. If you haven't yet seen the video, you may want to do so.

Regional Forester's Message

"A task without a vision is drudgery. A vision without a task is a dream. A task with a vision is victory." I don't know who said that; I just read it somewhere, but it's a darn good way to introduce the new Forest Service Mission, Vision and Guiding Principles (printed on page 3).

For years, many employees have felt that, because there was no clear message about the Forest Service mandate, the public didn't know us. There were certainly lots of initiatives; there were many documents that contained bits and pieces of our "reason for being;" there were slogans and there were traditional values. Employees have wanted more. They have wanted a single document that says who the Forest Service is, where it is going and what it stands for. And, now we have it.

Earlier this year, the Chief and his Washington Office staff met to massage this document prior to presenting it for Regional Forester and Director input at the RF&D meeting. It is now a "done deal"—no more wordsmithing; this is what we will live

by. The "Mission" shows our legal parameters, the "Vision" describes what we want to be; and the "Guiding Principles" are just that—value statements to guide our decisions and actions.

The words of the statement are less important than the unity and focus they will bring nationwide. All Regions, all Forests and all Districts are going to travel together with a focus on customers and long-term, sustained multiple-use management.

Our challenge now is to assure all employees understand the Mission, Vision, and Guiding Principles and how Region 4 can use them to develop our Strategic Plan. If you read the article on page 5, you know that we have a Strategic Planning Team in place that intends to have a draft document ready for employees to review later this year. It will deal with integration of strategies, measurement and alignment with the national statement.

Right now, there are other vision statements within our Region. Some of you may be wondering what will



happen to the Regional Vision or the vision statements on some Forests. Don't throw them away. The Chief has advised us that, over time, we need to calibrate them to the national statement but, as we do so, we need to move away from the words "mission" and "vision." The national statement will be our solid anchor, with Regional or Forest statements cascading from it to meet local needs.

With this statement, we become one Forest Service with one clear message, "Caring for the Land and Serving People."

MISSION

The phrase, "Caring for the Land and Serving People," captures the Forest Service mission. As set forth in law, the mission is to achieve quality land management under the sustainable multiple-use management concept to meet the diverse needs of people.

It includes:

- Advocating a conservation ethic in promoting the health, productivity, diversity and beauty of forests and associated lands.
- Listening to people and responding to their diverse needs in making decisions.
- Protecting and managing the National Forests and Grasslands so they best demonstrate the sustainable multiple-use management concept.
- Providing technical and financial assistance to State and private forest landowners, encouraging them to practice good stewardship and quality land management in meeting their specific objectives.
- Providing technical and financial assistance to cities and communities to improve their natural environment by planting trees and caring for their forests.
- Providing international technical assistance and scientific exchanges to sustain and enhance global resources and to encourage quality land management.
- Helping States and communities to wisely use the forests to promote rural economic development and a quality rural environment.
- Developing and providing scientific and technical knowledge aimed at improving our capability to protect, manage, and use forests and rangelands.
- Providing work, training and education to the unemployed, underemployed, elderly, youth and disadvantaged in pursuit of our mission.

Caring for the Land and Serving People

VISION

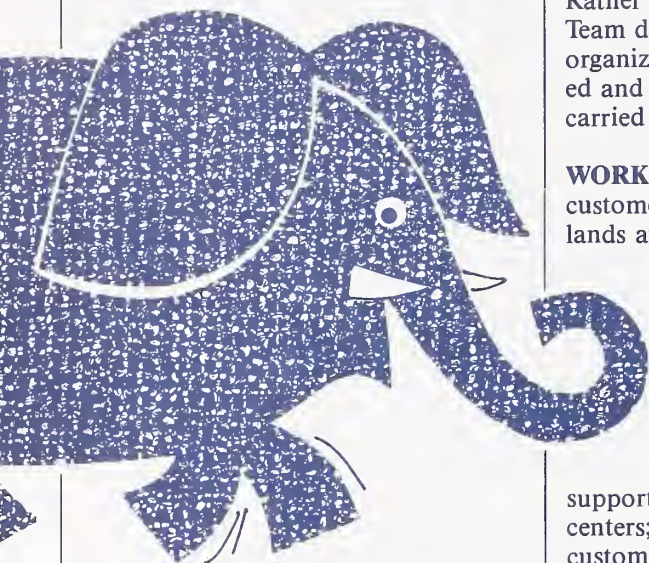
- We are recognized nationally and internationally as a leader in caring for the land and serving people.
- We are a multicultural and diverse organization. Employees work in a caring and nurturing environment where leadership is shared. All employees are respected, accepted and appreciated for their unique and important contribution to the mission. The work is interesting, challenging, rewarding, and fun—more than just a job!
- We are an efficient and productive organization that excels in achieving its mission. Responsibility and accountability for excellence are shared by employees and partners. The American people can count on the Forest Service to perform.

GUIDING PRINCIPLES

To realize our mission and vision, we follow 13 guiding principles:

- We use an ecological approach to the multiple-use management of the National Forests and Grasslands.
- We use the best scientific knowledge in making decisions and select the most appropriate technologies in the management of resources.
- We are good neighbors who respect private property rights.
- We strive to meet the needs of our customers in fair, friendly and open ways.
- We form partnerships to achieve shared goals.
- We promote grass-roots participation in our decisions and activities.
- We value and trust one another and share leadership.
- We value a multicultural organization as essential to our success.
- We maintain high professional and ethical standards.
- We are responsible and accountable for what we do.
- We recognize and accept that some conflict is natural and we strive to deal with it professionally.
- We follow laws, regulations, executive direction and congressional intent.

ELEPHANTZ REPORT



In February, the Regional Leadership Team heard from the Regional Quality Improvement Team, "Organizing to Provide Quality Customer Service." The Team was chartered in 1991 to develop strategies for tackling several complex but related problems—more funding "to the ground," integrated resource management and organization efficiency. Members nicknamed themselves "Elephantz" because of the magnitude of their assignment.

The Team has been led by Bill McCrum, retired Deputy Regional Forester of Administration, who has a great deal of experience in organizational change. McCrum described the Team's journey as having the problems about solved the first meeting, to having creativity training that forced new candor and a fresh start, to a new desired future condition: that of fully implementing forest land and resource management plans at the work level.

Barriers include the lack of resources to implement plans; overlap and duplication of resources, a top-down and commodity-driven budget process, and unsupportive public interests. The Team focused on one key problem: "roles for various levels of the Forest Service organization are not defined or

understood." Employees don't know where they fit in planning, doing or supporting the work of the Forest Service. They don't know what their job is or who their customers are.

Rather than offer one "solution," the Team developed a philosophy of organizing where the customer is served and where land stewardship work is carried out:

WORK CENTER - where many customers interact with National Forest lands and the work of the Forest Service is carried out.

SUPPLY CENTER - supplies services and coordination to benefit work center.

STRATEGY CENTER - provides strategic direction and support to benefit work and supply centers; and has contact with national customers, interests, the Administration and Congress.

The Team presented a "menu" of operational and geographic options to move towards these roles and criteria for assessing organizational changes.

Afterwards, Regional Forester Gray Reynolds asked leaders to take home a list of actions, share them with employees, and choose two to three to work on; or initiate their own actions to move towards the organizational concepts. Gray also asked for a "vote" on possible Regional actions. Three items got the most "votes," and Gray agreed to move on them with workforce involvement in any changes. Approved actions:

- (1) Regional Forester to charter a team to develop recommendations for non-duplicating roles for each level in the current organization.
- (2) Regional Forester to charter a team to analyze a geographical menu of options and consider ecological, social and economic factors to develop a desired future condition (see above).
- (3) Reorganize Regional Office to make integrated decisions and to implement ecosystem management.

The Leadership Team also agreed that once a Regional Strategic Plan is

drafted, all units will take "planning and measuring" training to help them assess who their customers are and where they fit in the supply-service chain.

All Leadership Team members were given a copy of the Elephantz report with a fuller explanation of the "centers," menu of options and criteria. For a copy of this report, contact the Team Leader, Mentor, or any Team member listed below. A more complete report with analysis and background material will be available in late March.

For reports or more information contact:

ELEPHANTZ TEAM

JACK McDONALD, RO-Planning and Budget, Team Leader

JIM NELSON, Forest Supervisor, Toiyabe National Forest, Team Mentor

BRENT MCBETH, Uinta National Forest

RICK BRAZELL, Malad Ranger District, Caribou National Forest

SANDE SILVA, Toiyabe National Forest

CINDY CHOJNACKY, RO-Public Affairs Office

FORMER TEAM MEMBERS

MARY BENALLY, Assistant Station Director, Southeastern Station, Asheville, North Carolina

***BILL MCCRUM**, retiree, Hamilton, Montana

ALAN PINKERTON, Ketchum Ranger District, Sawtooth National Forest

***McCrum "retired" again, this time as Team Leader, turning the leadership over first to Mary Benally and then Jack McDonald.**

Cindy Chojnacky
Public Affairs Office
Regional Office

STRATEGIC PLANNING

Gray Reynolds, Bob Joslin, Clair Beasley, Bob Swinford, Kathy Meyers, John Butt, Dave Blackner and Toby Martinez are working on a Strategic Plan for the Intermountain Region. This is being done under the umbrella of the Regional Quality Steering Team.

What is Strategic Planning anyway? Doesn't it have something to do with war? Or business? Or chess? If we can figure out what it is, do we need it? And, if we need it, how do we get it?

In "Top Management Strategy," Benjamin B. Tregoe and John W. Zimmerman define strategic planning as "the framework which guides those choices that determine the nature and direction of an organization." According to these authors, strategic planning establishes the business you are in and helps you identify your desired future.

To understand what strategy is and how it relates to an organization, consider two concepts that are critical to the survival of **ALL** organizations:

1. **WHAT** the organization wants to be and;
2. **HOW** it should get there.

While both are important and necessary, they are not synonymous and shouldn't be mixed up. An

organization's future—what it wants to be—is described by its strategic framework. How it gets there is described by long-range planning. Since "the what" sets direction, it must be decided prior to the decisions and actions initiated by long-range planning.

The long-range plan can be compared to a roadmap. Traveling a four-lane highway, you know where you are going but need a process to show you how to get there.

The compass, on the other hand, is more like a strategic framework. If you are in a swamp, the road map will be totally useless. What you need to know is a general direction so you can begin to plan routes and build roads (and the road maps) that will get you out of there.

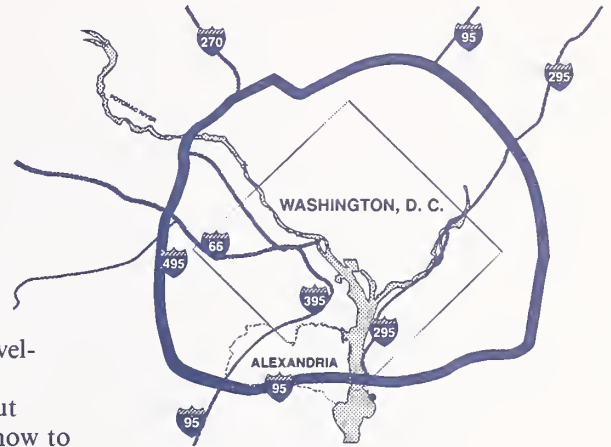
Is a compass setting critical to an organization? Only if you wish it to survive and have a reasonable chance at fulfilling its mission. Every organization has a direction. It's headed somewhere. However, as the famous quote from "Alice in Wonderland" points out, you really have to know where you are going before you can make decisions on how to get there:

Alice: "Which way do I go from here?"

Cat: "That depends on where you want to go."

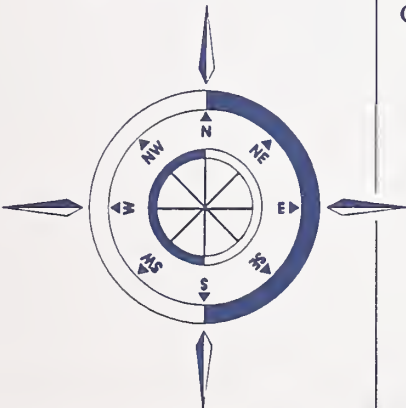
Alice: "I don't know where I'm going."

Cat: "Then it doesn't matter which way you go."



A critical and frequently overlooked point is that without a strategy, direction may be developed haphazardly, and may be a risk. It is not enough that leaders personally know where they want to take an organization, they must capture and display the direction to employees and external customers. In a decentralized organization like ours, it is particularly important that each employee know and understand our desired future. In terms of caring for the land and serving people, a strategic framework establishes the basis from which we can and will negotiate customer expectations. This is a critical step in terms of implementing TQM in a natural resource agency.

The Strategy Planning Team (identified in the first paragraph) is meeting once a month and will continue to do this for approximately one year, the time estimated to complete the plan. The process includes a draft product and a sensing period to obtain assistance and feedback from employees and stakeholders. The end product should be a dynamic plan to help us focus navigation and constantly check our bearings.



Dispute Resolution Offices

Four new regional Dispute Resolution Offices are now in place and operating to serve Forest Service employees that have EEO complaints or need counseling. Offices are located in San Francisco, California; Portland, Oregon; Golden, Colorado, and Atlanta, Georgia. The names and phone numbers of 10 full-time counselors will be provided shortly. During this first year of transition, collateral duty counselors will remain with the program to provide backup. The contact period for complaints will be extended from 30 to 45 days. Judith Works is the National Program Manager and can be reached at 703-235-2591.

"HOW TO GET INFORMATION FROM USDA"

The latest edition of "How to Get Information from the United States Department of Agriculture" has been published. The 70-page publication is divided into five sections: USDA Agency Index (Acronyms), USDA Public Affairs and Agency Information Offices, USDA Organizational Chart, USDA Information Staff Index and USDA Subject Index.

For those who have FTS20000MAIL, an abridged version of the publication is available in a shared folder. The abridged version also is available on CID (Computerized Information Delivery Service).

Copies are limited. For a single copy, write to Denver Browning, USDA Office of Public Affairs, Room 536-A, Washington, DC 20250. His telephone number is 202-720-2058.

Technology Accessible Resources

The Department of Agriculture center, TARGET (Technology Accessible Resources Gives Employment Today) can be used by any Forest Service employee wishing information on specialized computer equipment, network information, demonstrations, training, assessments or consultation services related to technology for persons with disabilities.

FIRE CENTER CHANGES ITS NAME

The Boise Interagency Fire Center has changed its name to the National Interagency Fire Center to more accurately reflect its mission as headquarters for the federal firefighting effort nationwide. More than 20 federal agencies are coordinated through the Boise Center.

New Public Affairs Director

Jim Caplan has been selected as the new Public Affairs Director in the Washington Office. Jim was the Supervisory Land Use Planner on the Bridger-Teton from 1987-1990. Since then he has been in the Washington Office as Assistant Director for Communications and Strategy in the New Perspectives Group and spent 3 months as Acting Deputy Director of Ecosystem Management.

Rise to the Future

The Salmon National Forest has received a national "Rise to the Future Award" for its excellence and achievement in fisheries management. Forest Fisheries Biologist Bruce Smith, Wildlife Staff Officer Dan Baird, and Engineering Branch Chief Jim Baker accepted the award from Forest Service Chief F. Dale Robertson in Washington, D.C., last August. Forest Supervisor John Burns also was honored for his leadership in the program.

The Chief cited the Salmon Forest for developing an appropriately funded and integrated fisheries program which includes leadership in using beaver management to restore riparian areas. He recognized the Forest's efforts to develop strong partners, such as the Idaho Department of Highways and Trout Unlimited, for habitat protection and improvement. Also noted were accomplishments in aquatic education and National Fishing Week events.



Dan Baird and Jim Baker, on Chief F. Dale Robertson's left, and Bruce Smith, on the right, accept a national Rise to the Future Award.

Rise to the Future is a national USDA Forest Service program to protect and restore aquatic habitats, recover

threatened and endangered aquatic species, and improve recreational fishing on the National Forests. 🐟

Dave Alexander to Direct Payette Forest

Regional Leadership Team, we traditionally give that person's professional background, so here goes. Dave graduated from Steven F. Austin State University at Nacogdoches, Texas, with a degree in forest management. He began his Forest Service career in 1967 as a Forester on the Happy Camp Ranger District of the Klamath National Forest. In 1971, Dave moved to the Tahoe National Forest as Assistant Timber Staff. Seven years later, he became the District Ranger on the Mt. Pinos Ranger District of the Lost Padres National Forest. These early jobs were all in California. He moved to Oregon as District Ranger of the Detroit Ranger District on the Willamette National Forest in 1981. In 1990, he was selected as the Deputy Forest Supervisor of the Rogue River National Forest in Medford, Oregon.

Forest management is not Dave's only area of expertise. He is an artist—a woodcarver, to be more exact. His works are represented in several galleries. He enjoys hunting, fishing, bird watching, photography and training labrador retrievers.

His lab's name is Jake but we don't have the names of his two college-age children—surely that's an oversight and not an indication of priorities. We welcome Dave and his wife, Joyce, their two children and Jake to the Intermountain Region. One word of warning Dave: forget those Trailblazers; you'll be in Jazz country when you visit the Regional Office and fans there don't take kindly to "no dissenters." 🐟



Dave Alexander.

David F. Alexander is the new Payette Forest Supervisor, replacing Sonny LaSalle who left the Forest some months ago to become the Forest Supervisor of the White River National Forest in Colorado.

In introducing a new member of our

Chief Visits the Uinta

When you have his attention, what do you ask the Chief of the Forest Service? Employees were in that situation when Chief Dale Robertson spent a day on the Uinta National Forest last fall. During a 90-minute meeting with all Forest employees, the Chief was asked about: below-cost timber sales, grazing issues, interpretation and conservation education in the Forest Service; Total Quality Management in the Washington Office; projections for change after the elections, and the role of the Forest Service in environmental stewardship and civil rights.

"The Forest Service will continue to be at the forefront in environmental leadership," said Chief Robertson. "Our policies will reflect our mission as a multiple-use agency that cares for the land and serves people." The Chief also remarked that ecosystem management would play an important role in timber management. Employees heard that Total Quality Management is alive and well in the Washington Office, but isn't as successful as the program on the Uinta.

The day began with a breakfast in Park City where Uinta Forest Supervisor Pete Karp and District Rangers Robert Riddle, Robert Easton, and Tom Tidwell briefed the Chief and Washington Office Public Affairs Assistant Andy Fisher about the Forest's physical characteristics, its Land and Resource Management Plan and the day's activities.

Chief Robertson toured several areas on the Heber Ranger District and met many of the Forest's partners. The Heber Chamber of Commerce welcomed him to a new visitor center. Local county commissioners and rural economic development leaders briefed him on the Wasatch County Comprehensive Master Plan, submitted under the Farm Bill of 1990. Wasatch County has received \$10,000 for

formulating an action team and plan and \$30,000 for implementation.

An active question and answer period followed Brent Spencer's briefing on partnerships among Heber City, Wasatch County and the District. Brent is the Recreation Manager on the Heber Ranger District.

The next stop was a step back . . . back to 1888. At the Uinta's showcase Passport in Time (PIT) project, the Chief was greeted by volunteers, Forest Archeologist Charmaine Thompson and soldiers (re-enactors) who shared experiences there in 1888 during the second largest-scale military maneuver in the West.

Hundreds of volunteers from various parts of the United States have been part of the extensive excavation and mapping work at this site.

Chief Robertson saw for himself the recovery of the Strawberry River, an important tributary to Strawberry Reservoir. It was once known as spawning territory for the "Utah cut-throat trout;" but, over the years, streams degraded. Extensive projects to stabilize riparian areas and improve fisheries habitat are ongoing in Strawberry Valley. Heber Ranger District Specialists Dea Nelson and Steve Smith, and Range and Wildlife Staff Officer Norm Hunstman were the guides at this stop.



Metal detectors have been used to locate some of the artifacts from the second largest-scale military maneuver in the West which took place in 1888 in the Strawberry Valley, now part of the Uinta National Forest. The Chief uses his metal detector to find a 5-cent trade token and an 1876 dime. Pete Karp, Uinta Forest Supervisor, is on the left.

Approaching the Strawberry Visitor Center, the group got tantalizing whiffs of the dutch oven chicken and potatoes being prepared by Robyn Fitzgerald, Tom McNaughton and Kent Jones from the Heber Ranger District. Former Forest Supervisor Clarence Thornock and former Heber District Ranger Roy Daniels, both retired, were lunchtime guests.

Charlie Thompson, Fisheries Manager for the Utah Division of Wildlife Resources, discussed its partnership with the Forest to develop, once again, a self-sustaining fishery at Strawberry. Chief Robertson took part in a demonstration project and traveled the trail interpreting stream ecology.

Julie Jensen, Interpretive Specialist for the Heber Ranger District, completed the tour of the Strawberry Visitor Center with a presentation on customer needs and satisfaction. There's a picture to prove that the Chief just couldn't "keep his hands off" the touch screen (with its computer games) and other educational tools.

The day was winding down as the entourage quickly drove through the outstanding camping, day-use, and boating facilities that have been developed around Strawberry Reservoir. Visitors could be seen using concrete boat-launching ramps from access points around the Reservoir, as well as the state-of-the-art fish-cleaning stations.

The Chief was greeted by enthusiastic



The Chief enjoys a dutch oven lunch and conversation with former Forest Supervisor Clarence Thornock at the Strawberry Visitor Center.

Uinta Forest employees as the group pulled into the award-winning amphitheater. A short presentation on Total Quality Management, Uinta style, preceded the question and answer exchange between the Chief and the employees.

Before leaving the Forest, Chief Robertson was presented with a hand-carved cutthroat trout honoring him for his leadership in bringing about change in the Forest Service and for recognizing the Forest's outstanding accomplishments through the Chief's Stewardship Award for 1991.

Chief Robertson thanked the employees for their excellent work. Special recognition was given to the Forest's outstanding volunteer program and partnerships. "We're all in this together and we will only be able to be fully successful through combined resources and partnerships," the Chief remarked. He concluded that it was "great" to see so many enthusiastic, energetic, and highly motivated Forest Service employees. The vision is clear on the Uinta!

Loyal Clark
Public Affairs Specialist
Uinta National Forest

Take a Fresh Look Today

Today—before you go home—take a fresh look at your building. Pretend you're a potential customer who hasn't been to your offices before.

Is the overall impression a good one? Or do you notice dusty table tops and drooping plants? Do bulletin boards offer outdated notices that might communicate that no one cares?

Is the atmosphere a warm, inviting one where people are comfortable waiting?

Are there brochures in the reception area?

Answer these questions: If you were coming to your office area for the first time, would you be comfortable? Would you be positively impressed? If not, take steps to remedy the situation.

Source: The Publicity and Promotion Handbook, by Linda Carlson, CBI Publishing Co., 51 Sleeper St., Boston, MA 02210.

Volunteers Operate Campgrounds

Last summer, the Heber Ranger District on the Uinta Forest piloted a program that proved to be an absolute success.

In the past, most District campgrounds were operated under an operations and maintenance contract. The pilot program focused on running the campgrounds just as efficiently but at less cost by using volunteer Host couples.

Preparation for this change began in the fall of 1991 with recruitment of the couples. As soon as the weather warmed up the following spring, hookups were installed at each campground for

summerlong occupancy of the couples. All necessary supplies were on hand by May 20 when the volunteer Host couples gathered at the local Heber Valley Chamber of Commerce for an all-day orientation.

By Memorial Day weekend, every campground on the District, with the exception of a primitive one, had a Host couple for the summer. In the larger campgrounds with multiple loops, there was a volunteer Host couple in each loop.

There were 20 Host couples in the campgrounds during the 1992 season. They worked hard for their summer-long campsite. They directed campers, answered visitors' questions, picked up trash, cleaned restrooms, collected fees, posted flyers, and dealt with all kinds of crises and emergencies.

By not using a contractor, the District estimated it saved \$52,000, funds that

will be used for new campgrounds and campgrounds not previously under an O&M contract.

The Hosts did an excellent job. Campers that filled out comment forms said that the constant attentiveness of the volunteer Hosts had improved customer service. The Hosts willingly dealt with campground problems around the clock. This pilot would never have worked without the extended efforts of the District's resource officers who supported the Hosts by transporting supplies, gathering fees, responding to emergency calls, etc. And many other District employees doubled their efforts over the last year to make this new, innovative program a great success.

Julie N. Jensen
Information Assistant
Heber Ranger District
Uinta National Forest

JAKE SNAKE IT'S NOT; IT'S JAKES TURKEY

Thirty local youth learned many things about wild turkeys on September 19 at Whiting Campground on the Spanish Fork Ranger District. The event was sponsored by the National Wild Turkey Federation, the Uinta National Forest and Utah Division of Wildlife Resources.

JAKES (Juniors Acquiring Knowledge, Ethics and Sportsmanship) is the National Wild Turkey Federation's program to teach youth about wild turkeys. Young people learn about populations, habitat management, and hunting ethics while being motivated to practice sound land and resource conservation ethics. September 19 was

the first JAKES event on the Uinta Forest.

Forest Archeologist Charmaine Thompson related the history of the turkey, followed by a hands-on activity using a diagram to locate turkey

bones in the right sequence. Carol Nunn-Hatfield, Forest Wildlife Biologist, talked about the wild turkey's habitat, showing the different vegetation it needs to survive. Stan Mitchell, President of the Utah Chapter of the National Wild Turkey Federation, and Rex Clements demonstrated several different turkey calls and sounds. Craig Clyde of the Division of Wildlife Resources explained how the wild turkey is monitored and tracked using radio transmitters. The climax of the event was the release of a radio-collared wild turkey into the Forest.

Then there was lunch for everyone, courtesy of the National Wild Turkey Federation.

Another JAKES event is scheduled in the spring to continue to involve local youth and increase their awareness of wildlife on the National Forests as preparation for making informed decisions about the future of wildlife resources.



The JAKES activity on the Spanish Fork Ranger District of the Uinta National Forest.

Smokey "Claws" and the Spirit of Christmas

Smokey Bear filled in for Santa this past year by helping the needy in Spanish Fork, Utah.

Carol Nunn-Hatfield, Wildlife Biologist on the Spanish Fork Ranger District of the Uinta National Forest, got the idea while visiting her family in Montana. While there, she spent some time on the Helena National Forest where her dad, Ernie Nunn, is Forest Supervisor. Carol was so touched by an employee project to help abused kids that she brought the concept back to Utah.

With Forest approval, she made contacts with the Mayor of Spanish Fork and the community youth-council (helps needy families at Thanksgiving) to locate four families with special needs.

On her own time, Carol began raising money by asking District personnel to donate \$5 (most gave more than that plus donations of clothes, blankets, toys and food). The money was used to buy groceries at Macey's, who donated additional food. MacAnthony's, a local department store,

donated tennis shoes and clothes for each child—13 in all. Bob's Express, a local convenience store, donated a box of food as well. MVP Sports donated socks and Carol topped it off by making cookies for each family.

On December 22, District employees and Smokey boxed and delivered the care packages and a fire prevention message to the four families.

Thirteen Spanish Fork children were treated to a wonderful Christmas and, this time, it came from SMOKEY "CLAWS"

In today's busy world, it is so easy to become self-centered and self-indulgent. Carol says this project gave her a better understanding of those in need and a realization that reversals, at some future time, could put any of us in the same position. She wishes all employees could have this type of experience and then put their empathy to work year-round.

Bevan Killpack
Special Initiatives Coordinator
Wasatch-Cache National Forest

Michelle Barlow, Smokey "Claws," and Mable Franklin (left to right on the top) and Carol Nunn-Hatfield and Karen Landon surround the Spanish Fork District's spirit of Christmas.



Jesus Rodal

Because of the growing concern in the United States about international environmental issues, the Forest Service has become increasingly involved in exchanging information with other countries.

This is especially true in countries where massive deforestation has taken place in their tropical forests. The Forest Service and other agencies are trying to teach the people of these countries how to better manage their available resources.

An example of this cooperative exchange of information is Jesus Rodal. He is an Utah State University exchange student from Monterrey Tech. in Nuevo Leon, Mexico, who spent 4 weeks this past summer learning about timber management on the Teton Basin Ranger District of the Targhee National Forest.

Rodal is a junior studying animal science and agricultural engineering. While he is in the United States, he wants to learn as much about timber as he can so, when he returns home, he will be able to help his father manage the family land in Vera Cruz, land he will eventually inherit.

The ranch has been used mostly for grazing, but Rodal said his father is interested in converting some of the land to commercial timber. Just recently, the family started an experimental cedar farm on the ranch.

"Even though the tropical forests in Mexico are different from the temperate forests in the United States, the management techniques are the same," Jesus said.

There are public lands in Mexico, but they aren't managed the same as the ones in the United States. In most cases, individual states manage the land similar to the way our state fish and wildlife departments function. There are federal inspectors, but they don't actually control very many of the decisions that are made concerning land management.

Becky Jensen
Public Affairs
Regional Office

Mining and Forest Conservation

"Prosperous mining is impossible without prosperous forests," Forest Service Chief Gifford Pinchot told the mining industry in 1901 as he sought support for forest conservation and federal forest reserves.



The linkage between the fortunes of mining and forests in the United States grew following the discovery of the rich Comstock silver lode at Virginia City, Nevada. In 1860, engineer Philip Deidesheimer developed a new technique for timber reinforcements of Comstock and other large mines so the ore could be removed safely. The technique, called the square-set, interlocked sets of framed timbers to replace the walls of the mine as the ore was removed.

This technique was used Nationwide but especially in the West where large ore deposits were commonly found. Dependency of mines on local timber supplies caused sawmills to be built in many new areas. Within 20 years, forests of the Sierra Nevadas were depleted to obtain the estimated 600

million board feet of timber used in mines from 1860 to 1880. As local timber supplies were depleted, costs escalated as the mining industry relied increasingly on timber imported by rail.

Efforts were made to reduce costs by using metal supports, but higher costs (and a tendency to buckle) favored the continued use of timber. This was especially true after creosote pressure treatment techniques were invented to help prolong the life of lumber used in the mines. Later, large earthmoving equipment introduced open pit mining, thus reducing the frequency of tunnel mining with its needed timber reinforcement. Yet, deep-level mining still continues and with it the need for timber supplied by bountiful forests.

Pinchot was after more than just conserving timber when he told miners of

the relationship between forestry and mining. Early opposition to creating federal forest reserves came from miners and prospectors worried about restrictions on mining (Steen 1991). Later, as congressional debates over the purpose of the reserves culminated in passage of the Forest Management Act of 1897, much of the passion settled on whether to allow commercial sale of reserve timber.

The first timber sale by the General Land Office following passage of the 1897 Act was in 1898 to the Homestake Mining Company for timber off the Black Hills Forest Reserve. Fifteen million board feet were purchased at a dollar a thousand. The contract required that no trees smaller than 8 inches in diameter be removed and, after harvest, the remaining brush had to be "piled."

Federal regulation of mining was not a critical issue in Congress until the Gold Rush of 1849 in California and later rushes in Colorado, Nevada, Idaho, and Montana. These "finds" resulted in claims being worked on public domain lands. To legalize this practice, the General Mining Law of 1872 (consolidating earlier 1866 and 1870 laws based on models from England and Spain and used by miners in the absence of formal laws) stated that gold, silver, and other minerals in the public domain could belong to the person who found them merely by staking a claim. A claim was set at 20 acres, with no limit on the number of claims that could be filed. A person could hold his claim by performing \$100 worth of work each year or by obtaining permanent legal ownership of the minerals and land surface by paying a fee to patent the claim. With a patent, the owner need not pay any royalties on production. Most important, however, to being granted legal claim status is the discovery of a valuable mineral deposit.

Since then, Congress has placed fossil fuels (along with certain other minerals, such as gravel, sand, and pumice, etc.) under a lease or sales system, but the core of the 1872 law still applies to National Forests and Grasslands. Illegal occupancy of National Forest System "mining claims" for summer homes, hunting camps, and marijuana farms, etc., creates an ongoing conflict with operations ap-

proved under the Forest Service Mineral Regulations of 1974.

Gifford Pinchot wrote in the mining section of the first Forest Service book of regulations for the newly established National Forests: "No land claims can be initiated in a forest reserve except mining claims, which may be sought for, located, developed, and patented in accordance to law and forest reserve regulations." This wording repeats the prospecting section of the 1897 Forest Management Act. The willingness of Pinchot to include minerals as a forest reserve resource to be used by the people was, in part, practical politics. It also was because of the knowledge he acquired of the mining industry when he made his first trip West in 1891 to judge whether Arizona lands held by Phelps, Dodge & Company could be reforested. The 1907 Report of the (Chief) Forester mentions that three geologists were detailed from the Geological Survey to assist forest supervisors in examining the 1,093 mining claims on National Forests which were received that year.

The 1905 transfer of the reserves from the Department of the Interior to the Department of Agriculture removed much of the impediment to regulation of the reserves by USDA foresters; but mining still remained under the control of Interior. Richard Ballinger, appointed in 1907 to head the General Land Office and elevated to Secretary of the Interior in 1909, differed with

Pinchot over coal claims. Ballinger wanted them patented, while Pinchot argued for federal leasing. Pinchot feared a National coal famine if the private sector were allowed complete freedom to exploit coal fields without concern for future needs. Consequently, the mining industry depicted Pinchot as a man out to curtail the rights of citizens to engage in free enterprise—the "small man" was being crushed by government. By 1910, the dispute between Pinchot and Ballinger reached a point that President Taft requested Pinchot to resign. Historians now note that the coal debate was only a small part of the conflict over natural resource management policies between Pinchot, President Taft and his people. The struggle between conservation and capitalism continues today in public debates over regulation of natural resources.

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(This is a mini-history prepared by the Washington Office History Unit.)

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

Evolution—or Revolution?

This is a tale of evolution, a change in the very core of the Forest Service traditional organization.

“Entering the District as a Rookie Ranger, I had no intention of making drastic changes,” Rick Brazell said. “Several seasoned Rangers had offered this advice which I willingly took and followed. However, it soon became apparent that although the work was getting done, and done well I might add, people on the District were frustrated with the organizational structure. Every staff member approached me with concerns. I think they wanted me to wave my ‘Magic Ranger Wand’ and make it right again. I wasn’t quite sure how the Wand worked just yet.”

“One of our neighboring Districts on the Caribou was experimenting with a Self-Directed Work Team in part of its organization. When Mark Johnson presented the concept at our Forest Leadership Meeting, I felt this might be the answer to my District’s woes,” Brazell explained. “I saw it as a way to ‘turn the pyramid over’ and get the folks on the ground running the show instead of following it.”

“Back on the District, we struggled through the concept. At first, the idea was dismissed as too radical. So, we diligently tried to make the old line system fit but only got more frustrated. Folks began to comment that the Self-Directed Work Team approach was looking better all the time. It was a way for everyone to basically keep current duties without the worry of a traditional line chain of command. As we got down to the nitty gritty of developing the team organization and the rules to insure its success, a transformation started to occur. People became energized. Creative juices started to flow almost unceasingly.”

Brazell says he doesn’t know if it was just the influence of change along with the challenge dynamics or the true empowerment of people. “I’m inclined to think the latter. All I know is it felt good,” he said.

“Our first attempt at organizing the team could be described best as resembling a molecule. Visually, it had circles with lines going from one member to another. My circle was off and unattached to the team, sort of like a bombarding electron or something. It didn’t feel quite right for me, but if it meant the team would work, I would support it.”

“Fortunately, one of our team members, Ken Timothy, also felt uncomfortable with my role and spent a sleepless weekend developing a modified organizational idea. His concept could be described as a wagon wheel. It had each team member at the end of the spokes with me in the hub. By buffering me with grease in the center and placing each team member along a spoke with primary duties, it fit. My role was defined. I was approachable by everyone yet didn’t supervise anyone. The grease was significant since my job was to provide the lubricant for the team to function. I run interference, grease the skids, provide support and counsel and generally insure that the team can do their jobs. If the grease gets thin, then friction occurs and I get burned, not the team. I buffer them yet, as the hub, I provide the stability a wheel needs to keep it moving down the road. We accepted this evolution.”

“Mark Johnson and Larry Gorringe helped me further define my role. The wagon wheel is actually a three-dimensional model. The hub (me) protrudes out of the wheel. This protrusion signifies that folks can reach me at various levels, as a team member or a decision maker.”

“We haven’t worked out all the transitions yet. We still face personnel implications—redesigning job descriptions to ‘beef up’ the ‘other duties as assigned,’ grade structure and the like. Performance appraisals were another obstacle. We came to the conclusion that we would sink or swim as a team. We developed a standard appraisal which everyone on the team will use and everyone agrees to receive the same rating. We agreed

to give ourselves a rating quarterly and then average all ratings at the end of the year. No gut-crunching performance meeting with the boss anymore. We help each other grow through open, honest discussion,” Brazell said. Since there are no supervisors, Brazell signs all performance appraisals and timesheets. That means the Forest Supervisor has to sign all performance appraisals as the second-level supervisor. Brazell is the only exception.

Promotions are another personnel action which doesn’t fit well with the Self-Directed Work Team approach. Promotions need fixed job descriptions. The Personnel Staff will have to help with that problem.

“The success of this ‘cutting edge’ management will require a major paradigm shift for many people. Our team has faced the fact, like others who try something new, that we may have to rewrite the book on some things,” Brazell said. “When people try to control their own destinies, there is both jubilation and frustration. We expect to stumble and fall many times as we trod this unfamiliar path; all we ask is for everyone to allow for that and only scold us if we fail to get back up.”

“One final thought. Whether you are a new Ranger like me or an old one, it is difficult to give up power. I worked hard to be in charge so I could change things. It’s a strange feeling to finally get there and then relinquish the power. The reward is your team’s excitement and the energy they will give. Besides, you get to have grease all over you!”

Rick Brazell
Malad District Ranger
Caribou National Forest



A POSTSCRIPT: The Malad Ranger District on the Caribou Forest has taken a bold new step by initiating a Self-Directed Work Team. Here's how it works. Employees are under the administrative and technical supervision of the Section Head of the Malad Ranger District. Each team member works within a nontraditional, innovative job structure with substantial involvement in a wide range of activities, including work planning and organizing, resource planning, and establishing performance goals and personnel management decisions. The evolving, dynamic nature of the team allows change to occur more rapidly and encourages "synergetic" problem-solving.

The supervisor or "coach" monitors the team's progress, serves as facilitator, leads the problem-solving process, and makes major decisions affecting the development of the team. The supervisor retains authority to make final supervisory decisions concerning broad management of programs and the team.

Points to Ponder

- Each member is a full team player. GS-4's input equals GS-11's.
- Each member is a program manager for assigned resources.
- Each member can participate in management of any resource.
- Each member becomes a mentor to each other.
- No one supervises anyone else (excluding seasonals and SCSEP's).
- Everyone has equal access to the Ranger.
- Individual performance appraisals are done by team consensus.
- Individual training plans are done in a team setting.
- Major decisions are made by the team and not the Ranger.
- Quick turnaround decisions may be made by program managers.

- Ranger's signing authority is still held with the Ranger.
- Ranger's role is less management and much more leadership.
- The Ranger provides an atmosphere of stability (hub of wheel).
- That stuff around the Ranger is grease.
- The Ranger "runs interference," "greases the skids," coaches, etc.
- The Ranger provides alignment to empowerment (stay within the law).
- New ideas, innovation, and fun are tied to customer service.
- Risktaking is encouraged and rewarded.
- Failures are expected in the growing experience.
- Creativity and innovation fuel the team's excitement.

Statement of Purpose

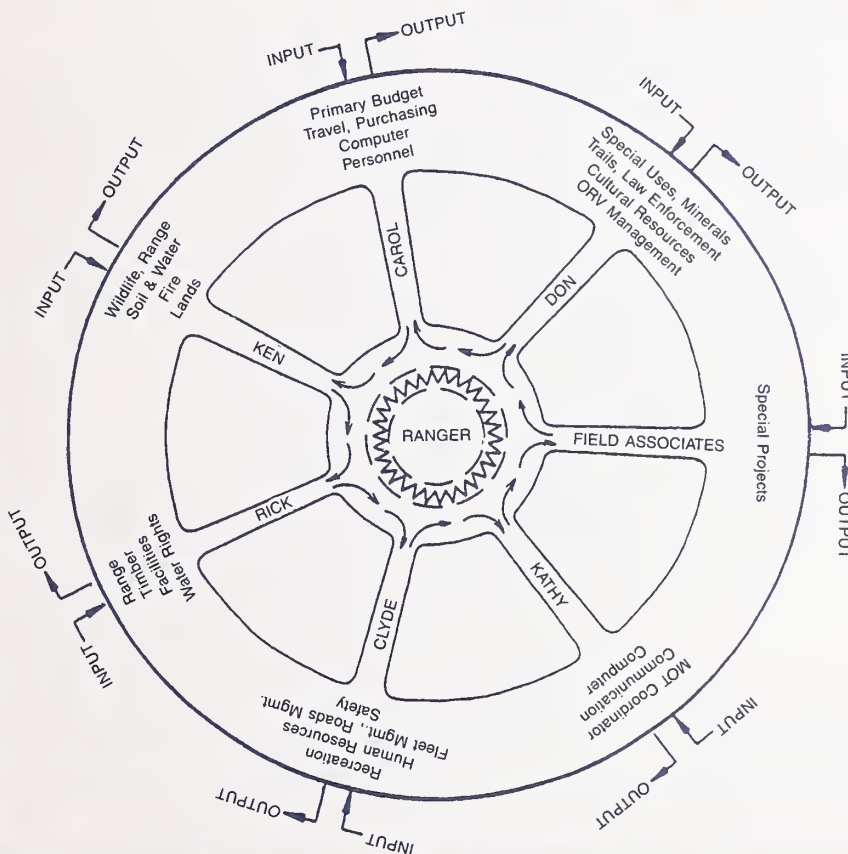
The team concept on the Malad Ranger District is designed to properly manage resources, be an active part of the community and provide quality service to customers.

To accomplish these goals, our team:

- (1) Supports the Caribou National Forest Vision Statement.
- (2) Provides top quality service through diversity.
- (3) Recognizes quality service by viewing opportunities through customers' eyes.
- (4) Compliments, awards and acknowledges people who do good things.
- (5) Believes in good old boy and girl values of honesty, integrity, caring and being good neighbors.
- (6) Has fun!

Team Rules

In our workplace, everyone is treated with dignity and respect, with honesty and trust, and with love—the values and qualities that will make things better even when things are not going so well.



SYNERGY. The word has a nice ring to it. It means "working together," for a total effect that is greater than the sum of effects taken independently, according to Webster's New Collegiate Dictionary.

Kids Corner...

THE DAYS OF

A Mountain Lion

A fifth-grade student asked, "How old is a baby mountain lion when it leaves its mother?"

A young mountain lion, or cougar, may stay with its mother until it is 24 months old. That is, unless the mother gets pregnant or is killed before then. Kittens have been known to survive when orphaned as young as 6 months. However, their chances for survival increase in direct relation to how old they are at the time of separation.

Kittens can be born any time of year. In Idaho, most kittens are born between mid-April and May 1. A first-time mama often has only one kitten. She may have as many as 6 kittens in later litters. Kittens are born with both eyes and ears closed and weigh about 1 pound at birth. Their coats are spotted and their eyes are a dark blue.

Kittens remain in the den where they are born while their mother hunts. The den is in a cave, rock slide, or other protected opening. By 10-14 days of age, the kittens have their eyes and ears open and they are walking about; but they aren't ready to start travelling with their mama until they are about 3 months old.

This doesn't prevent the family from moving, however. When the mother kills something large, like a deer or elk, she will relocate the kittens to within a short distance of the kill. She uses her teeth to pick up each kitten by the scruff of its neck and carry it to its new home. The kitten doesn't fuss at all, but just hangs limply from the mother's mouth until it is placed

back on the ground. The kittens wait patiently where they are left until the mom returns. You who have mama cats at home have probably seen this done.

During their first year of life, young mountain lions seldom accompany their mother when she hunts. They wait at the most recent kill, sometimes for several days, until she returns. Should they eat all the food at that site, they may backtrack to a previous kill. Or, if they are lucky, they may find something smaller, like a snowshoe hare or rodent, that they can catch themselves. At any rate, the mother eventually finds them, since she always returns to previous kills.

To get an idea of how often they move, consider this. A lone adult female lion will kill a deer about every 16 days. The same lion with 3-month old kittens will kill a deer about every 9 days. By the time her young are 15 months old, she is making a kill every 3 days. I guess all teenagers have big appetites, be they lions or humans.

Assuming the young are not separated from their mother prematurely, they tend to wander off on their own sometime during their second winter or spring. One biologist suggests that perhaps the mother goes off on a hunt and just doesn't bother to come back. Whatever the reason, these young adults have learned the important skills of survival by then and have a fair chance of living to be 10 to 15 years old. During that time, they mate and the cycle continues.

Patricia Hurt
Salmon National Forest





LOOK-ALIKES BUT DIFFERENT CRITTERS

Many people are confused about the differences between Redfish Lake sockeye salmon and kokanee salmon that live in the same lake.

The lake's sockeye is listed as "endangered" under the federal Endangered Species Act while the kokanee salmon is a common resident of many of Idaho's lakes and reservoirs.

Because both fish live in Redfish Lake, and both are red at sexual maturity, many believe they are the same fish. It isn't so according to the National Marine Fisheries Service. Here's why:

- They are different genetically.
- Redfish Lake sockeye spawn along the lake shore in October while Redfish Lake kokanee spawn in a tributary creek in August or September.
- Although kokanees are believed to be a descendant of the sockeye, the life

cycles are different. Young sockeye leave Redfish Lake, travel to the sea and live for 2 years or more and return to the lake. Because kokanees stay in the lake and do not have to face the perils of migrating down and back up rivers with hydroelectric dams and reservoirs, they are much more numerous than the sockeye.

Even though there are other sockeye populations in the Northwest, Redfish Lake supports the world's southernmost natural sockeye salmon population. Sockeye salmon returning to Redfish Lake also travel a greater distance from the sea (almost 900 miles) and to a higher elevation (6,500 feet) than do sockeye salmon anywhere else in the world.

BUSY RETIREE

Reed C. Christensen, retired Forest Supervisor of the Manti-LaSal National Forest, is the new chairman of the Utah Board of State Lands and Forestry. Governor Bangerter appointed him to this 11-member board in 1988.

WAS THAT A WOLF . . . ?

Was that a wolf? Maybe. There are some wolves in Idaho and biologists need your help in finding them. If you have information concerning wolves, please call the new "Wolf Hotline (phone: 1-800-793-WOLF)." You may even earn a reward of up to \$2,000 if your information leads to confirmation of wolf pack activity. This program is sponsored by the Payette National Forest in cooperation with the Wolf Recovery Foundation.

EXHIBIT CONTRACTOR

A new contractor will be taking care of Regional displays until a permanent contractor is selected. The new contractor is Exhibit Systems, 336 North 400 West, Salt Lake City, Utah. Scheduling arrangements can be made with Jeff Harms whose phone number is 801-521-8428.

Life Tips...

SKIING IN AVALANCHE COUNTRY



Every year, avalanches claim lives of back-country skiers on the West's expansive public lands. Skiers need to be aware, careful and smart. Bob Jonas, owner and operator of Sun Valley Trekking, a back-country guide service, says individuals need to be most cautious during and immediately after any snowstorm that dumps more than an inch per hour and accumulates more than a foot.

Some "shoulds" for back-country skiers:

❄ always ski with at least one other skier;

❄ wear avalanche beacons (devices worn close to the body that emit a sound to help locate a buried individual);

❄ light-weight, back-country shovels are a necessity;

❄ ski down the slope one at a time to lessen the likelihood of triggering a slide.

MICROWAVE SAFETY

Is your microwave oven still caked with last week's splattered spaghetti? Do you follow microwave instructions or do you improvise on cooking time?

Clean microwave ovens and proper cooking times are just two of the guidelines recommended by Sharp Electronics Corporation. Here are some other precautions:

■ **Avoid Burns** - Use potholders to remove containers from your microwave oven. Burns are the most common microwave-oven accident. People fail to realize that even though the air inside the oven doesn't get hot, the food does and that temperature is conducted to the cooking dish. Burns also result from escaping steam. Remove the lid or plastic wrap away from your face to avoid contact with steam.

■ **Supervise Children** - Supervise at least until there is no doubt that they clearly understand how to use the microwave oven.

■ **Use Aluminum Foil Properly** - Flat pieces of aluminum foil can be used to cover drumsticks and other areas that defrost or cook too quickly. Don't cover containers with foil and don't use crumpled foil, because you can trap the microwaves and cause arcing, which could lead to a fire.

■ **Beware of Chemical Migration** - Don't let plastic wrap touch the food. A British study shows that plasticizers from some wraps can migrate into the fats in foods. The Food and Drug Administration is investigating concerns that chemicals from some microwave

packaging—especially those containing "heat susceptors," used to pop popcorn and crisp french fries, may leak into food.

■ **Prevent Food Explosions** - Pierce the skin of unpeeled potatoes, sausages, frankfurters and similar foods to allow steam to escape.

■ **Follow Instructions** - Severely overcooked food can catch fire.

■ **Keep Your Oven Clean** - Arcing can occur when food residue is in the oven. If food is left in the oven, microwaves are going to cook that food too.

■ **Watch Baby Bottles** - Remember to use only glass bottles. Avoid putting bottles with plastic liners or holders in the microwave oven. Before warming, remove the top from the baby bottle so steam can escape. Also, make sure you shake the bottle and test the temperature after the bottle is warmed by either dabbing the contents on your wrist or the top of your hand. Liquids warm in layers and it is possible to have hot spots in the liquid.

■ **Take Care with Meat and Poultry** - Arrange meat and poultry pieces uniformly in a covered dish so steam can help kill bacteria and promote even heating. Also, use a microwave or meat thermometer to ensure a safe temperature (160F for red meat and 180F for poultry).

■ **Use Microwave-Safe Utensils** - Hot food melts some plastics, such as margarine tubs. Also, don't use recycled paper products as some contain metal that causes arcing.

■ **Address Damage Immediately** - If the door on your microwave oven doesn't close securely, have it checked to make sure it is not leaking radiation.

Awards

REGIONAL OFFICE

Adopted Employee Suggestions

SHIRLEY HERRINGTON, F&PS - For developing a timesaving method of making DG tab labels for files and reports.
LELAND M. OLSEN, Purchasing Agent, AS - \$200 for suggesting a data table for logging and tracking third-party drafts.

Cash

KAREN DUNCAN, Office Automation Clerk, TM - \$500 for exceptional effort in typing several developmental drafts of the complex Intermountain Region old-growth definition report; for incorporating the recommendations of a professional writer-editor; and for preparing the final camera-ready version of the manuscript in officer publisher format.

ANDREW GODFREY, Public Involvement, PAO - \$1,200 for quality representation of the southern Utah Forests in the Grand Circle Association and the resultant positive relationship (awarded by Fishlake NF).

CHARLENE REED, Purchasing Agent, and BRENT PERKES, Procurement Analyst, AS; and BILL FRYE, Staff Accountant, F&PS - \$50 each for excellent support of the core team who creatively planned the First Chief's Interagency Conference on Tourism and set the stage for a seven Federal Agency Memorandum of Understanding which paved the way for tourism on the federal estate.

LYLE B. GOMM, Landscape Architect; JOHN F. HOAGLAND, Winter Sports Specialist; JERRY WYLIE, Archeologist; JOHN R. KNORR, Recreation Marketing Specialist; SUSAN K. VAN ALLEN, Administrative Officer, R&L; LYNDIA ROBISON, Environmental Specialist, PAO; ROLAND STOLESON, Assistant S&PF Director; BEVAN D. KILLPACK, Utah Forests Coordinator; and BRENT H. MCBETH, Recreation Branch Chief, Uinta NF - \$300 each for excellent performance as a member of the core team that creatively planned the first Chief's Interagency Conference on Tourism and set the stage for a seven Federal Agency Memorandum of Understanding which paved the way for tourism on the federal estate.

M. SUE GREEN, Office Manager, E - \$250 for doing staff procurement in addition to normal duties during the absence of the Budget Assistant.

RICHARD J. BIRD, Structural Engineer, E - \$500 for outstanding performance as Intermountain Region Tramway Engineer during FY 1992.

LEANN TRACY, Payroll Clerk, E - \$400 for outstanding achievement in payroll processing for the Engineering Staff (65+ people) and for having the lowest error rate in the Regional Office in FY 1992.

LARRY J. DURK, Equipment Specialist, E - \$500 for cost-reduction efforts with utility body acquisition and installations.
PATSY K. O'DONOVAN, Cartographic Technician, E - \$200 for sustained superior performance in Regional map updating activities.

JONNIE L. VALDEZ and GEORGE CHRISTOPHER, Cartographic Technicians, E - \$200 each for special achievement as camera operators on special aerial photography missions. This resulted in timely delivery of quality aerial photography to National Forests, and Regional and WO customers.

JERRY JACOBY, Aerial Photographer, E - \$300 for special achievement as photography crew leader and navigator on special aerial photography missions and for expediting film labeling. Results were more timely delivery of quality aerial photography to National Forests and Regional and WO customers.

JOHN F. HOLSMAN, Pilot, A&FM - \$300 for special achievement as pilot on special aerial photography missions. Results were more timely delivery of quality aerial photography to National Forests and Regional and WO customers.

STEVEN R. WINWARD, Supervisory Cartographer, E - \$300 for special effort and achievement in implementing and maintaining digital computer-aided mapping systems in photogrammetry. Results were more timely completion and acquisition of digital products through force account and contract sources.

JEANNE A. FELMY, Visual Information Specialist, E - \$300 for sustained superior performance in providing special maps and graphics products in support of Regional goals and objectives.

SUSAN C. MCDANIEL, Visual Information Specialist, E - \$300 for outstanding performance in providing special maps and graphics products in support of Regional goals and objectives.
ELIZABETH M. KING, Technical Information Specialist, E - \$300 for sustained superior performance exceeding the requirements of her position.

G. L. BARON, JR., Landscape Architect, E - \$500 for leadership in developing a Catalog of Standard Designs for Recreational Facilities.

JOHN A. REHMER, Landscape Architect, E - \$250 for developing a Catalog of Standard Designs for Recreational Facilities.
RONALD A. BRODERIUS, Cartographer, E - \$400 for sustained superior performance in providing special maps and graphics products in support of Regional goals and objectives.

SHEKKE SALAZAR, Secretary, KF Office - \$500 for outstanding performance during FY 1992.

LORIE PRICE, Management Assistant, TQM - \$500 for operating as a contributing member of the Total Quality Design Team.

JUDY BARKER, Secretary Typing, PM - \$225 for speaking skills attained through presentation of 10 speeches in the Regional Office Speakeasies.

SARA STOLZ, Biological Technician, Forest Pest Management (Boise) - \$200 for commendably fulfilling the duties of the Boise Field Office Management Assistant from June through July.

Quality Step Increase

MARY LYNN HINCKLEY, Payroll Technician, PM - For outstanding performance.

ASHLEY NATIONAL FOREST

KEN JAEGER, Lead Forestry Technician, SO - For health, fitness and safety for 1992.

COLETTE WEBB, Lead Forestry Technician, SO - For health, fitness and safety for 1992.

MICHELLE HUFFMAN, Computer Program Analyst, SO - For outstanding support with GIS-related activities for the Western Uinta Basin Oil and Gas Leasing EIS. Michelle's efforts have significantly contributed to the Uinta Forest's accomplishments.

MARY BERGKAMP-HATTIS, Forester, SO - For sustained superior performance as Forester with the Northern Utah Shared Services Timber Group, performing duties for the Ashley, Uinta and Wasatch-Cache National Forests.

KEN JAEGER, Lead Forestry Technician, SO - For superior performance in FY 1992 timber sale preparations.

DALE GRAY, Computer Program Analyst, SO - For sustained superior performance in the management and day-to-day support in computer services on the Forest.

CLARK TUCKER, Forester (Adm.), Roosevelt RD - For outstanding performance and personal commitment to cultural understanding in 1992.

JULENA POPE, Program Assistant, SO - For consistent, outstanding performance, assuming additional responsibilities and serving as a valuable member of the Forest's Management Team.
DIANE AUGUSTUS, Information Assistant, SO - For excellent support to Public Affairs in 1992.

BYRON LOOSLE, Archeologist, SO - For overall superior performance in conducting the cultural resource program on the Forest.

SONNY KEMPTON, Maintenance Worker, SO - For sustained superior performance of assigned duties along with added work in constructing office partitions at the SO and Vernal RD.

CINDY YOUNG, Personnel Clerk, SO - For sustained superior performance.

DOLORES MANNING, Civilian Payroll Technician, SO - For sustained superior performance in eliminating preventable timekeeping errors, often keeping the Ashley's error rate below 5%.

BRENT FORD, Supervisory Forestry Technician, Flaming Gorge RD - For receiving the 1992 Intermountain Region's Timber Person of the Year Award and providing invaluable assistance to the Regional Office in its rewrite of the advanced cruiser training.

Length of Service

CINDY YOUNG, Personnel Clerk, SO - 10 years

V. MICHAEL BERGFELD, Forester, Vernal RD - 20 years

Quality Step Increase

LUDAWN MECHAM, Resource Technician, SO - For outstanding performance and continuing excellence in support of the Forest Timber Staff and the Northern Utah Shared Services Timber Group.

MARY WAGNER, Vernal District Ranger - For demonstrating outstanding achievements and performance in 1992.

Special Acts

DON MARCHANT, Supervisory Civil Engineer, SO - For being instrumental in implementing "showcase management" for the Flaming Gorge NRA and demonstrating outstanding leadership in developing, monitoring and inspecting various road projects on the NRA.

GARTH HEATON, Supervisory Forester, SO - For developing the Utah Recreation Opportunity Guide Network System which has proven to be an important customer service tool.

STEVE SAMS, Forester (Adm.), SO - For being instrumental in developing the "showcase management" plan and working diligently the last 5 years in scheduling, programming and implementing the plan, accomplishing over \$5 million worth of various projects on the NRA.

V. MICHAEL BERGFELD, Forester, Vernal RD - Award for health, fitness and safety for FY 1992.

MAGGIE DOWD, Visitor Information Specialist, Flaming Gorge RD - For successfully managing a complex volunteer interpretive program at a critical time without a direct supervisor.

LYNNE INGRAM, Visitor Information Specialist, Flaming Gorge RD - For successfully managing a complex, seasonal interpretive program at a critical time without a direct supervisor.

RANDY KAUFMAN, Lead Forestry Technician, SO - Health, fitness and safety for 1992.

JOANNE GINGRAS, SCSEP, Flaming Gorge RD - For outstanding customer service to the visitors at the Manila office.

DARLENE DEVOY, SCSEP, Flaming Gorge RD - For outstanding customer service to the visitors at the Green River Visitor Center.

ROBERTA BRINK, SCSEP, Flaming Gorge RD - For outstanding customer service to the visitors at the Green River Visitor Center.

BOISE NATIONAL FOREST

Cash

JULIE WEATHERBY, Entomologist, Emmett RD - \$750 for outstanding team participation in planning the 1992 tussock moth salvage sales.

MAX MUFFLEY, Forestry Technician, Emmett RD - For energetic pursuit of new perspectives in fuels management and prescribed burning for the Cascade, Lowman and Emmett Districts.

LISA JIM, Personnel Clerk, SO - For exceptional effort and enthusiastic commitment as the Native American Coordinator for the Forest.

LYNETTE MORELAN, Forester, TM-SO - For exemplary leadership while Emmett Acting District Ranger from December 1991 to March 1992.

SUE HOWE, SCSEP, SO - For outstanding support of fisheries, wildlife, recreation and cultural resources and being an awesome part of the team.

GREG SPANGENBERG, Planner, SO - For outstanding support of recreation planning interfacing with the Valbois project and support to the Joint View Team.

BARBARA MORGAN, Personnel Specialist, SO - For outstanding support of fisheries, wildlife, recreation and cultural resources staff goals in cultural diversity and training disabled individuals through the Outreach Program.

BRIAN FEREBEE, Wildlife Biologist, SO - For outstanding support of the wildlife rehabilitation of the Foothills Fire area and partnership coordination to support wildlife needs.

MARK HEATH, Archeological Technician, SO - For his outstanding effort in rescuing a Forest Service employee from a remote roadless location after the employee lost his sight in both eyes.

LEONARD ROEBER, Forestry Technician, Idaho City RD - For outstanding support of the Forest's media relations program.

SUSANNA OSGOOD, Archeological Technician, SO - For outstanding accomplishments in the leadership of a cultural resources inventory crew during a period of above normal workloads.

JOE GALLAGHER, Archeologist, SO - For outstanding performance in support of the Recreational and Historic Preservation Program on the Forest and throughout the Nation.
VICKI LAWSON, Recreation Planner, SO - For outstanding performance in support of the Forest's recreation program with special emphasis on the capitol city role projects to improve visitor accessibility to the Forest.

JOHN ERICKSON, Wildlife Program Manager, SO - For outstanding performance.

DON SCHNEE and ROBERT JAMES, Electronic Technicians, SO - For exemplary service in the recent installation of the Forest's new radio communication system.

SUSAN ERWIN, Forester, Mountain Home RD - For conducting surveys to determine the presence of sensitive plant species.

CRAIG COOK, Forestry Technician, Lowman RD - For outstanding support and unlimited help on the County Line and Cub Creek rehabilitation projects.

KATHRYN BEALL, Cultural Assistant, Lucky Peak Nursery - For outstanding revision of the Nursery trail.

DAN DOLATA, Forester, Lucky Peak Nursery - For initiative in finding buyers for the Nursery's empty cones and generating over.

PAUL MOROZ, Forester (Adm.), Emmett RD - For exemplary leadership while serving as the Acting District Ranger from December 1991 to March 1992.

MATTHEW HOWARD, Forestry Aid, Lowman RD - For outstanding and safe performance as the District's Silviculture Assistant Helitack Foreman.

STACY HARDY, SANDRA EHLERS, JEREMIE GORMAN, CRAIG COOK, JAMES TUCKER, MICHELLE DRYSDALE, HOWARD CRIST, MICHAEL CHALOUKPA, STEVEN ERICHSON and CATHY BAIRD, Forestry Technicians; and BETH LUND, Aviation/Fire Management Officer; MARY STRANDBERG; JACK VAN HORN, Engineering Technician; and ROBERT NEUMILLER, Lead Forestry Technician, Lowman RD - For outstanding support and unlimited help on the County Line and Cub Creek rehabilitation projects.

MARY TOEWS, Forestry Technician, Fire - For consistent, outstanding leadership and performance in Expanded Dispatch during one of the most complex fire seasons in the history of the Boise Forest.

DANE LEE, Helitack Foreman, Fire - For outstanding leadership and management of the Forest's helicopter operations during the 1992 fire season.

CAROL FIELD, Dispatcher, Fire - For superior support to Initial Attack Dispatch during the 1992 fire season.

RICHARD CABALLERO, Dispatcher, Fire - For exhibiting outstanding performance in organizing initial attacks and in support of Expanded Dispatch.

GWEN BOYLE, Dispatcher, Fire - For superior support to Initial Attack Dispatch during the 1992 fire season.

CHUCK PRENTISS, Soil Scientist; JAMES SPAFFORD, Range Conservativist, and MARIYLN HUNTER-REINIG, Hydrologist, Boise RD - For high quality, timely planning and implementation of the Greenfield Flat Watershed Rehabilitation Project.

DONALD DITTMER, Supervisory Forester; MAX MUFFLEY, Forestry Technician; MARILYN HUNTER-REINIG, Hydrologist; ROY BUCKLEY, Civil Engineer Technician, and PAUL MOROZ, Wildlife Biologist, Emmett RD - For outstanding team participation in planning the 1992 muskrat moose salvage sales.

DAUTIS PEARSON, Writer/Editor; ANN KEYSOR, Wildlife Biologist, and TERRY HARDY, Hydrologist, Lowman RD - For efforts in producing a home-grown version of what really goes on here and showing it at the Forest Celebration.

JOHN GOLLAHER, Supervisory Forester, SO - For superior accomplishment as Aviation, Fire Management and Lands Staff Officer in FY 1992 and for outstanding leadership during the 1992 fire season.

WAYNE PATTON, Supervisory Biological Scientist, SO - For superior accomplishment as Range, Watershed, Soil, Air and Minerals Staff Officer during FY 1992 and for leading the Foothills Fire recovery efforts.

ROBERT GILES, Forester, SO - For outstanding accomplishment in leading the Foothills Fire timber salvage project.

Group

BETTY STAGER, SCSEP; SUE VOSBURG, IDA CAMARENA, and LISA JIM, Personnel Clerks; DIANE GERBER, Payroll Technician, and JASON THORNGARD, Personnel Management Specialist, SO - For outstanding teamwork, initiative and effort while successfully performing a large volume of work.

CHERYL MOLIS and LINDA SPITZLER, Supervisory Contract Specialists; RON ZIMMERMAN and MARGARET HEFFNER, Contract Specialists; ALICE MUFFLEY and MELANIE PETERSON, Purchasing Agents; ETHEL HILL, Procurement Assistant; HAZEL HAWLEY, Procurement Clerk; CURT WRIGHT, Warehouse Worker, and BETTY CHARLTON, SCSEP, SO - For outstanding performance while supporting Regional fire suppression and Boise Forest fire rehabilitation efforts during the 1992 field season.

CHUCK PRENTISS, Soil Scientist, Boise RD; JOHN THORNTON, Hydrologist, SO; MARILYN HUNTER-REINIG, Hydrologist, Lowman RD, and STEVE MCWILLIAMS, Soil Scientist, Cibola NF - For extremely efficient, professional and excellent leadership in completing the Nation's largest-ever BAER report for the Foothills Fire, Boise Forest, 1992.

MONTE WILLIAMS, Soil Scientist, Idaho City RD; TERRY HARDY, Hydrologist, Lowman RD, and MONTE DUANE, Soil Scientist, SO, Targhee NF - For the extremely high quality field analysis, rehabilitation treatment prescriptions and efficiency in completing the Nation's largest-ever BAER Report for the Foothills Fire and the Dunnigan Creek Fire BAER Report, Boise Forest, 1992.

Quality Increase

AUDREY KARPE, Scaler, Emmett RD - For consistently high quality work in all aspects of her job under adverse conditions and difficult times.

CHRISTINE HOLBROOK, Resource Assistant, Emmett RD - For outstanding performance in all aspects of her job and, at the same time, providing continuing quality expertise Forestwide in scaling and TSA automated programs.

CATHY ANDERSON, Administrative Officer, SO - For outstanding performance.

TERRY TEETER, Supervisory Forestry Technician, Idaho City RD - For sustained superior performance as Deputy Zone Fire Management Officer.

LUZ MORENO, Information Receptionist/Typist, Mountain Home RD - For sustained superior performance.

CAROL SHOBE, Computer Assistant, SO - For continued superior performance supporting the Forest's computer operations and as Acting System Manager for INT (Boise).

ROY WILSON, Supervisory Forester, Lowman RD - For sustained superior performance for high quality program management and supervision of the reforestation of the Lowman Burn.

KAY COFFMAN, Supervisory Personnel Assistant, SO - For sustained superior performance from 6/10-9/30/92.

SANDY TRIPP, Personnel Management Specialist, SO - For sustained superior performance 6/15-9/30/92.

SUNDI SIGRIST, Forestry Technician, Lowman RD - For superior performance as the Rehabilitation Coordinator on the County Line and Cub Creek Fires.

ERIKA BARKER and WANDA STEWART, Gardeners; HENRY CLARK, CAROLE DORAMUS, and DONALD FARRIS, Laborers; JAMES DOOLEY, Tractor Operator; GARY HILEMAN, Gardener Foreman; DALE SWEARINGEN, Maintenance Worker; and MARY B. KNOX, Support Services Supervisor, Lucky Peak Nursery - For sustained superior performance.

DELMAR DICKERSON, Forester, Emmett RD - For sustained superior performance of normal duties and completion of silvicultural prescriptions on several large timber sales on the District in 1992.

DANIEL GOOD, Assistant Helitack Foreman, Fire - For superior performance as Acting Helitack Foreman during the 1992 fire season.

DONALD CAMPBELL, Helitack Lead Crewman, Fire - For superior performance as Acting Helitack Foreman during the Foothills rehabilitation project.

RUSSELL NEWCOMB, Criminal Investigator, SO - For superior performance for the Boise during FY 1992.

MILTON COFFMAN, F&A Officer, SO - For superior performance in FY 1992.

RON BEVERIDGE, Computer Programmer Analyst, SO - For superior performance in FY 1992.

LARRY TRIPP, Mountain Home District Ranger - For superior performance as District Ranger and in leading the Foothills Fire timber salvage project.

DONALD PETERSON, Boise District Ranger - For superior performance in FY 1992.

KATHY LUCICH, Idaho City District Ranger - For superior performance in FY 1992.

MORRIS HUFFMAN, Lowman District Ranger - For superior performance as District Ranger in 1992 and for outstanding accomplishment in improving management on the Bear Valley Grazing Allotment.

BRIDGER-TETON NATIONAL FOREST

Special Act

LESLIE R. JONES, Natural Resource Planner, SO - \$300 for outstanding efforts in covering the administrative duties on the Forest during the vacancy of the Administrative Officer position.

RANAE BRAGONJE, Range Conservationist, Pinedale RD - For improving coordination with grazing permittees to a high degree through preparation of a quality annual grazing plan of use.

LISABETH NOVAK, Landscape Architect, SO - For sustained superior performance and commitment to quality.

JAMES SCHOEN, Archeologist, SO - For sustained superior performance and service to the Ranger Districts.

LORI DENTON, Forester, Big Piney RD - For outstanding performance and commitment to quality management of the District's recreation and trails program.

DIANA LYNN LEVASSEUR, Resource Clerk, Kemmerer RD - For demonstrating a superior work attitude, exceeding customer expectations in performing quality work in all assigned duties, plus assuming new duties in recreation, fire patrol and providing extensive support in customer service.

MARILYN SHOEMAKER, Computer Programmer Analyst, SO - For providing excellent training instructions to the Districts and for supporting the installation and upgrade of the Geological Information System.

DENNIS BARRON, Forestry Technician, Big Piney RD - For improving District stand examination records, improving planting survival, building a safe and efficient paint storage facility and saving hundreds of dollars in annual heating bills.

SHIRLEY GOWETT, Resource Clerk, Jackson RD - For selflessness and service to the District, assuming the duties of the vacant Support Services Supervisor position for the past year in addition to regular duties. Total quality management has been demonstrated throughout with helpfulness and willingness shown all customers, internal and external.

CHALLIS NATIONAL FOREST

LEON C. JADLOWSKI, Fisheries Biologist, SO - For establishing an exemplary fisheries program on the Forest and demonstrating a high degree of professionalism and knowledge in dealing with anadromous fisheries.

DAVID E. REEDER, Wildlife Biologist, SO - For developing and nurturing a Forest wildlife program and for involvement with the grey wolf, peregrine falcon and wolverine.

Group

CLEE SHINDERLING, Helicopter Manager; KELLY FREDRICKSON, Assistant Manager; KEVIN JACOBS, COLE MCMAHAN, PATRICIA PACHECO, JOHN STENERSEN and JAMES WHIMPLE, Crewpersons; and DAVID REEDER, Wildlife Biologist, SO.

DIXIE NATIONAL FOREST

Cash

JAMES T. BAYER, Soil Scientist, SO - For exemplary effort in assisting the Manti-LaSal Forest in soil inventory.

CATHERINE M. LEFEVRE, Supervisory Computer Programmer Analyst, SO - For superior service in offering advice and assistance in reconfiguring the Forest's computer system.

CHEREE F. PADDOCK, Resource Assistant, SO - For superior performance, specifically in the areas of timber and special uses.

MARY K. STATHIS, Mail and File Clerk, SO - For sustained superior performance in managing office support and service for the Forest.

DONALD W. CARTER, Budget and Accounting Officer, SO - For maintaining superior performance with limited staffing.

LOYD A. BENSON, Forestry Technician, SO - For devoted action toward completing the National Fire Management Analysis System revision that has resulted in Forest fire management budgets that are more than double what the Forest received 2 years ago.

JAMES T. BAYER, Soil Scientist, SO - For using good management and foresight to recognize the opportunity to exceed soil inventory targets significantly, increasing targets by two and one-half times.

KENNETH R. GOULD, Civil Engineer, SO - For safety, first aid, CPR card, defensive driving and two quality suggestions.

RAY D. CONGDON, Supervisory Communication Management Specialist, SO - For responding responsibly during a period of inordinate stress and potential personal hazard. Maintained superior service and managed a highly sensitive supervisory situation with skill and professionalism. Secured computer system and equipment from potential threat.

JANET S. NELSON, Personnel Clerk SO - For consistently performing at an outstanding level of professionalism in her duties.

DAVID A. RICKS, Forestry Technician, SO - For assistance in keeping a watchful eye over an extremely sensitive situation which caused employees personal anguish, specifically from January to March 1992.

BRETTON S. FAY, Forestry Technician, Powell RD - For sustained superior performance as the District Recreational Technician which added duties and responsibilities to his regular job.

DIANE D. HOLMES, Accounting Technician, SO - For demonstrating extraordinary dedication and effort in providing assistance and support in the budget and accounting process during a period of reduced staffing.

ARLENE HEAP, Accounting Technician, SO - For accomplishing her work plus the work of a vacant position during the fourth quarter and first quarter of FY 1993, professionally meeting all deadlines.

CHARLOTTE T. MITCHELL, Support Services Supervisor, Cedar City RD - For adding the imprest fund and third-party draft workload for Supervisor Office employees to her duties during the busiest months of the year.

DAVID A. BARONDEAU, Supervisory Forester, Escalante RD - For dedicated and professional leadership of the Roundy Timber Sale Interdisciplinary Team.

GWADYS E. DEISS, Computer Assistant, SO - For special efforts to repair computer equipment damaged by a severe lightning strike.

Quality Step Increase

PAMELA L. SALMOND, Clerk Typist, SO - For superior performance as word processor and in her backup duties as Mail and File Clerk. She demonstrates superior skills in all her duties and a willingness to help others.

CHARLENE H. WOOLSEY, Support Services Supervisor, Escalante RD - For commendable performance and extraordinary accomplishment in leading the Support Services Unit and managing the Interagency Visitor Information Center.

DAVID M. KEEFE, Presale Forester, Escalante RD - For sustained outstanding performance as presale forester on the District.

Spot Cash Award

TAMERA L. DRAPER, Support Services Supervisor, Teasdale RD - For extra effort in repairing the ceiling in the District Ranger's dwelling following asbestos removal.

VIRGINIA H. JEFFERY, Clerk Typist, Teasdale RD - For extra effort in repairing the ceiling in the District Ranger's dwelling following asbestos removal.

LEE ANN BEEKMAN, Forestry Technician, Teasdale RD - For extra effort in repairing the ceiling in the District Ranger's dwelling following asbestos removal.

DONALD F. TINSLEY, Forestry Technician, Cedar City RD - For an outstanding job in coordinating and completing the FY 1993 reforestation site preparation work on the Strawberry Ridge Timber Sale.

Length of Service

JOHN O. HOLWAGER, JR., Appraiser, SO - 30 years

FISHLAKE NATIONAL FOREST

Cash

MARVIN HANSEN, Engineering Equipment Operator, SO - For a sustained high quality job.

MELODY JOHNS, Civilian Pay Technician, SO - For exceptional performance of assigned duties in FY 1992.

TED FITZGERALD, Supervisory Civil Engineer, SO - \$750 for initiating the first all-Native American YCC program and civil rights support.

DOUG REID, Fillmore District Ranger - \$1,500 for superior performance in FY 1992 while also acting as Range Staff and serving on Forest and Regional committees.

JUDY GIBSON, SCSEP Enrollee, Fillmore RD - For dedicated service in keeping the Fillmore Information Booth open an additional month and for keeping the booth well stocked with brochures and pamphlets.

DEL BARNHURST, Supervisory Range Conservationist, Fillmore RD - For superior performance in carrying out the duties and responsibilities in the range, wildlife and watershed programs on the District.

SHARON ROBISON, Support Services Specialist, Fillmore RD - For superior performance in carrying out her responsibilities.

RONALD PULSE, Forestry Technician, Beaver RD - For maintaining a high level of professionalism and leadership in accomplishing timber resource targets during a period when the District Timber Staff was unavailable.

WARREN SORENSON, Forestry Technician, SO - For sustained superior performance and exemplary work in the Special Emphasis programs.

ALLEN HENNINGSON, Forester, Richfield RD - For sustained superior performance in managing the timber programs on the Richfield and Loa Districts and exceptional performance in completing the EIS on the Deep Creek Timber Sale.

Group

KENT TRAVELLER, Supervisory Landscape Architect; PACE ELLETT, Forestry Technician; CLENN OKERLUND, Supervisory Forestry Technician, Loa RD; and BOB TUTTLE, Range Conservationist, Richfield RD - For exceptional organization and support of the Forest Work Day on August 6, 1992.

HUMBOLDT NATIONAL FOREST

Cash
VAUN M. CLEMENTS, SCSEP Enrollee, Jarbidge RD - \$100 for outstanding performance in maintaining trails within the Jarbidge Wilderness and doing upkeep work at Wildcat and Pole Creek administrative sites.
CLIFTON E. ISOM, SCSEP Enrollee, Jarbidge RD - \$100 for superior quality of workmanship in completing the conservation education/environmental interpretation bulletin board at the Snowside Trailhead in Jarbidge Canyon and for preparing Wildcat Canyon for use by the public.
ANDY PETERSON, Engineering Equipment Operator, SO - \$500 for sustained superior performance.
FRED FRAMPTON, Archeologist, SO - \$500 for continuing superior performance.
DEBORAH FINLEY, Dispatcher, SO - \$500 for continuing superior performance.
STEPHANIE MARTINEZ, Range Technician, Mountain City RD - \$150 for outstanding performance.
AMY BALLARD, Forester, Ruby Mountains RD - \$500 for quality implementation of the District's recreation, wilderness, environmental education and trails programs during the 1992 field season.
JOAN SUSTACHA, Forestry Technician, Ruby Mountains RD - \$250 for assisting the Recreation Forester with implementation of the District's recreation and environmental education programs during the 1992 field season.
DEAN C. MORGAN, Supervisory Natural Resource Specialist, Mountain City RD - \$500 for outstanding accomplishments in the District's minerals, recreation, facilities and fire programs.
JANET VALLE, Range Conservationist, Jarbidge RD - \$300 for sustained superior performance in varied management programs on the District.
LOIS POPPERT, Forester, Mountain City RD - \$300 for outstanding accomplishments in the minerals program on the District.
DOUG CLARKE, Forester, Mountain City RD - \$300 for outstanding accomplishments in the minerals program on the District.
LOREN POPPERT, Forester, Mountain City RD - \$300 for outstanding accomplishments in the minerals, recreation and lands program on the District.

Group

CHRIS BUTLER, Hydrologist; **BONNIE WHALEN**, Program Analyst; **JUANITA MENDIVE**, Program Analyst, SO; **PENNY STEVENS**, Resource Technician; **JED PARKINSON**, Civil Engineer, and **IRENE SMITH**, Cartographic Aid, SO - \$2,000 for outstanding performance in processing the data and preparing the maps for the Snake River adjudication. The innovative use of GIS mapping techniques resulted in substantial cost savings to the Forest and the quality of the products has established a new standard for the Region. Production rates were much higher than those in similar adjudications.

MANTI-LASAL NATIONAL FOREST

Cash
GLEN JACKSON, Forester, Price RD - For exceeding expectations in preparing the current and future District timber program.
WALTER NOWAK, Geologist, Price RD - For the ability to accomplish the geology, minerals and energy programs in a very professional and efficient manner.

Length of Service

SHIRLEY ATWOOD, Computer Assistant, SO - 10 years

Performance

SUSAN K. HUFF, Personnel Clerk, SO - Superior.
RODNEY PLAYER, Wildlife Biologist, SO - Superior.
TINA MOYNIER, Purchasing Agent, SO - Outstanding.
ELAINE POLLOCK, Personnel Management Specialist, SO - Outstanding.
MARTHA LARSEN - Superior.
VICKIE BECK, Support Services Specialist, Sanpete RD - Superior.
WAYNE E. BROWN - Outstanding.
CHRISTY WRIGHT, Resource Clerk - Outstanding.
CHARLENE MCDUGALD, Support Services Supervisor, Price RD - For the ability to provide all District personnel and external publics outstanding customer service in the areas of budget, finance, personnel management, purchasing and operations at the front desk.
BILL BROADBEAR, Forester, Price RD - For innovation, creativity and extra concern for customer satisfaction when implementing each area of the District program within his area of responsibility.
LELAND MATHESON, Range Conservationist, Price RD - For innovation, creativity and accomplishment in implementing the District's range, wildlife and watershed programs.
ANA ESCANDON, SCSEP, Price RD - For her TQM attitude and willingness to go the extra mile and help in preparing for the community meeting for Hispanic Heritage Month by coordinating names to contact and preparing the flyer.
JOHN PATTEN, Forestry Technician, SO - For having the vision and recognizing the benefits of a sight specific Forest Smoke Management Guideline.
ARTHUR J. VASTEN, Forester, SO - For exceptional work in moving the Forest Timber Program forward.

VERA NICKAS, Resource Specialist, SO - For her continuing extra efforts in coordinating and scheduling the cholesterol screening.
SUSAN K. HUFF, Personnel Clerk, SO - For taking the extra step during the current shortage in the Personnel section with the end of the fiscal year and the family meeting coming on. It has resulted in a real extra effort to meet all the demands for processing personnel actions and preparing numerous certificates of merit.
ROBERT THOMPSON, **DENNIS KELLY**, **RODNEY L. PLAYER**, **ED SCHOPPE**, **STAN L. ANDERSEN**, **KARLTON C. MOSS**, **JOHN S. HEALY**, **ANA E. EGNEW**, **CINDY C. BURNS**, **LELAND A. MATHESON**, **EARL R. HIGGS**, **HEATHER J. MUSCLOW**, **JIMMIE FORREST**, **LARRY MICKELSEN**, **THOMAS H. SHORE**, **IRA W. HATCH**, **CHARLES JANKIEWICZ**, **JERRY B. SHAW** and **LEE A. BENNETT** - For caring for the Forest's resources during an extended period of drought requiring difficult adjustments in grazing allotments on the Forest.
CARTER E. REED, **PETER M. KILBOURNE**, **DALE L. HARBER**, **GLORIA J. LEDFORD** and **EDWARD L. CARLSON** - For extraordinary performance while compiling, editing, assembling and releasing the Draft and Final Environmental Impact Statements dealing with oil and gas leasing on the Forest.

PAYETTE NATIONAL FOREST

Cash
CAROL BOYD, Range Conservationist, Weiser RD - \$500 for a substantial contribution to the Range Management Program on the Forest from 1990-1992.
MARK E. EDMUNDSON, Forestry Technician, New Meadows RD - \$150 for outstanding performance, individual effort and skill used on the Price Valley helitack crew in 1992.
JILL THOMPSON, Forestry Technician, New Meadows RD - \$150 for outstanding performance and accomplishments as a member of the District's engine crew.
TODD N. ALLEN, Forestry Technician, New Meadows RD - \$100 for outstanding performance, individual effort and skills used on the Price Valley helitack crew in 1992.
JAMES L. DAVIS, Supervisory Forestry Technician, McCall RD - \$650 for innovation in brush piling on the District during the 1992 field season.
CHRISTINE A. KOEBERLEIN, Resource Clerk, New Meadows RD - \$300 for outstanding performance in sale administration and timber sale accounting for both large and small sales.
JERRI L. ELLER, Clerk Typist, New Meadows RD - \$300 for continued outstanding performance as the backup receptionist and for exceptional assistance to the payroll/personnel clerk on the District.
TIMOTHY V. KELLER, Forestry Technician, New Meadows RD - \$150 for outstanding performance and accomplishments as a member of the District's engine crew.
MATTHEW W. WILLIS, Forestry Technician, New Meadows RD - \$150 for outstanding performance, individual effort and skills used on the Price Valley helitack crew in 1992.
DENNY S. LEWIS, Forestry Technician, New Meadows RD - \$175 for outstanding performance, individual effort and skills used on the Price Valley helitack crew in 1992.
NICOLE A. REINDEL, Forestry Technician, New Meadows RD - \$100 for outstanding performance, individual effort and skills performed on the Price Valley helitack crew in 1992.
GARY M. MURPHY, Clerk Typist, Dispatch-SO - \$500 for outstanding performance and support to the Forest's Fire Dispatch organization during the 1992 fire season.
LARRY J. HARTGRAVE, Forestry Technician, Dispatch-SO - \$500 for outstanding performance as Assistant Forest Dispatcher during the 1992 fire season.
STEVEN W. WATERS, Forestry Technician, Dispatch-SO - \$500 for outstanding performance as Assistant Forest Dispatcher during the 1992 fire season.
FAYE L. STEINHAUS, Personnel Clerk, PM-SO - \$100 for cheerful acceptance in preparing numerous award certificates for Forest employees.
CARLA J. KAMERDULA, Personnel Clerk, PM-SO - \$100 for time and effort expended in transition of the Boise Forest's Workman Compensation files.
JOHANNA M. PEARSON, Personnel Clerk, PM-SO - \$250 for dedication and hard work in meeting the challenges of the University Human Resource Program.
DANIEL L. PEREZ, Range Conservationist, Council RD - \$500 for exceptional performance in coordinating and planning to exceed targets for range improvements and range analysis studies during the drought year of 1992.
GLENN L. JACOBSEN, Forester, TM-SO - \$1,000 for superior performance over a sustained period.
GARY A. ECKERT, Forester, TM-SO - \$1,000 for superior performance over a sustained period.
DAVID O. MATHIS, Forester, TM-SO - \$1,000 for superior performance over a sustained period.
ALDEN L. WILSON, Range Technician, Council RD - \$500 for exceptional performance in exceeding targets in developing and coordinating range improvements during the drought of 1992.
SHARA D. SALEEN, Resource Clerk, McCall RD - \$250 for assuming the role of Acting Support Services Supervisor from October 1 through November 20 and willingly taking on additional duties at the Front Desk while the Information Assistant was on extended leave.

SCOTT A. KATZER, Forester, McCall RD - \$325 for outstanding performance in assisting the Forest Economist and Roadless EIS Team in meeting the Forest's goals. Work far exceeded the expectations of the position.
MILTON V. LA FAY, Forestry Technician, TM-SO - \$500 for exceptional performance in scaling at the Evergreen Forest Products Mill at Tamarack, Idaho, in 1992.
SUSAN KUMP, Forestry Technician, TM-SO - \$500 for exceptional performance in scaling and log and load ticket accountability on the Forest in 1992.
THOMAS A. GREEN, Forestry Technician, Council RD - \$500 for exceptional performance in supervising the range improvement crew (construction and coordination) exceeding targets fourfold during the 1992 drought.
KAREN D. BAILEY, Resource Clerk, Council RD - \$300 for exceptional performance in completing special use and term grazing permits in numbers that were above the assigned targets.
JOHN T. RYGH, Hydrologic Technician, McCall RD - \$250 for developing appropriate erosion control technologies and a watershed rehabilitation program, and for using personal initiative in providing service to other District programs.
LYNN A. DIXON, Forestry Technician, New Meadows RD - \$300 for continued outstanding performance as a Harvest Inspector and NEPA Coordinator.
DOUGLAS J. HEYREND, Forestry Technician, New Meadows RD - \$100 for an accident-free season and superior performance in small sales on the District.
WILLIAM R. SKINNER, Forestry Technician, New Meadows RD - \$300 for an accident-free season in small sales and as a Back Country Ranger.
JAY HECKELMAN, Forestry Technician, New Meadows RD - \$175 for outstanding performance, individual effort and skills used on the Price Valley helitack crew in 1992.

Group

VONDA K. KIRK, **JOHN S. GEBHARDS**, **RUSSELL M. STRACH**, **RICHARD D. UBERAUGA**, **BARB GARCIA**, **MARK NOVAK**, **KURT A. NELSON**, **PAUL BURNS**, **ROBERT BRASSFIELD**, **BRUCE ROBERTS**, **GARY DEAN**, **SEONA BROWN**, **LINDA J. WAGONER**, **TIMOTHY K. PAGE**, **LEE K. JACOBSON** and **JOHN A. LUND** - For responsibilities in excess of normal duties, extraordinary sacrifices, and exceptionally high levels of personal stress during Section 7 (chinook salmon) Endangered Species Act compliance.

Quality Step Increase

NORVAL K. MORITZ, Supervisory Forestry Technician, Council RD - For his contribution and continued support for the reforestation program.
CHARLES B. VRIELING, Forestry Technician, New Meadows RD - For exemplary performance as Assistant Helitack Foreman of the Price Valley helitack crew.
JAMES D. FRY, Forestry Technician, Council RD - For an outstanding job the past fiscal year as Fuels Management Technician and Recreation/Trails Manager on the District.

SALMON NATIONAL FOREST

Cash
EMMA MOORE, Resource Specialist, SO - For exceeding the normal expectations of her position and her willingness to assist others in improving performance of their duties.
LINDA G. WAYLAND, Office Automation Clerk, SO - For performance consistently above that required of her job during FY 1992.
ROBERTA FADNESS, Office Automation Assistant, SO - For consistently demonstrating an exceptionally high degree of job performance from October 1, 1991, through September 30, 1992.
SHERRY JACOBS, Mail and File Clerk, SO - For consistently performing her duties in a superior manner from October 1, 1991 through September 30, 1992.

Spot

BILL GALLIGAN and **LINDA WALTON**, Forestry Technicians, North Fork RD - For outstanding work in logistical support and accomplishments, accommodating both inter-Regional and Forest administrative sessions in 1992.
JAMES UPCHURCH, Forestry Technician, North Fork RD - For quality wilderness trail maintenance accomplishments complemented with safety-oriented work ethics and superior horsemanship in arduous field conditions.
PHILIP E. TAYLOR, Forestry Technician, Cobalt RD - For enthusiastic organization and execution of the first Annual Packer Scramble Competition.
THOMAS BONN, Supervisory Civil Engineering Technician, SO - For organizing the special luncheon for seasonal employees at the 1992 Forest Orientation Program.
SUSANNE SMITH, Information Assistant, North Fork RD - For organizing the Salmon Forest's Adopt a Highway Program for 1992.

SAWTOOTH NATIONAL FOREST

EDWIN P. WALDAPFEL, Public Affairs Officer, SO - \$1,000 for sustained superior vision and leadership in developing the short course—Discovering Your National Forest—for the Gifted and Talented Program of the Twin Falls School District.

JERRY L. GREEN, Burley District Ranger - \$1,000 for sustained superior vision, tenacity and leadership in managing the District's minerals program and leadership as Acting Forest Range Staff Officer in dealing with major grazing and anadromous fish conflicts in the Sawtooth NRA.

JOHN W. LLOYD, Fishery Biologist, SO - \$1,000 for superior performance as Acting Forest Range/Wildlife/Fisheries Staff Officer while concurrently accomplishing Forest Fisheries Biologist responsibilities.

HOWARD HUDAK, Wildlife Biologist, SO - \$1,000 for superior performance as Acting Forest Range/Wildlife/Fisheries Staff Officer while concurrently accomplishing Forest Wildlife Biologist responsibilities.

TARGHEE NATIONAL FOREST

Cash

TERRY CRAIGG and JAMES F. DORR, Soil Scientists; and MARTI F. CRANE, Ecologist, Ashton RD - For sustained superior performance from July 1991 to September 1992 while serving as a member of the Soil Vegetation Inventory Crew on the District.

Quality Step Increase

KONIE S. GARDNER, Personnel Clerk, SO - For an outstanding effort in completing the Applicant Flow System for five Forests and assuming additional duties which exceeded normal job requirements.

DEBRA M. BUSTER, Supervisory Personnel Assistant, SO - For continued high-level work that exceeded all performance elements.

JACQUELINE HILL, Civilian Pay Technician, SO - For outstanding performance in handling and processing an exceptional number of unusual and technical pay questions and problems for five Forests while still maintaining her regular workload and assuming additional duties.

EVELYNN HURT, Personnel Management Specialist, SO - For exceptional personnel services provided the Caribou, Challis and Salmon Forests in FY 1992.

TOIYABE NATIONAL FOREST

Special Act or Service

SYRIL N. ZUFELT, Staff Officer, Recreation and Lands, SO - \$500 for extraordinary service, dedication and kindness during a period of severe hardship and personal loss.

WASATCH-CACHE NATIONAL FOREST

Group

LARRY LUCAS, CLARK OSTERGAARD, JIM TALLERICO and ERICH ROEBER, R&L-SO - Special Act.
RICH HARRIS, KENT GOLDSBERRY, KAY SHURTZ, CRAIG WEIR, JIM WHEELER, BY HOFFMAN and RON PLATH, E-SO - Special Act.
TOM MCKAY, KEITH CLAPIER and PAUL BATES, Resources-SO - Special Act.

Cash

FRANK WIGGINS, Forestry Technician, Intermountain Fire Center - Special Act
TOM SCOTT, Archeologist, R&L-SO - Special Act.
JANET FIELDS, Resource Clerk, B&F-SO - Special Act.
KELLY MAGNUSSON, Clerk-Typist, ADM-SO - Special Act.
BARRY BURKHARDT, Geologist, R&L-SO - Special Act.
HEIDI GEORGE, Coop Hydrologist, Resources-SO - Sustained Superior Performance.
JULIE HUBBARD, NEPA Coordinator, LUP-SO - Special Act.
LISA JACKSON, Support Services Specialist, Ogden RD - Sustained Superior Performance.
RICHARD VALLEJOS, Supervisory Forester, Ogden RD - Special Act.
ROBERT TONIOLI, Soil Scientist, Ogden RD - Special Act.
BARBARA BURGAN, Public Affairs Specialist, Ogden RD - Special Act.

Quality Step Increase

MARK HILTON, Electronic Technician, ADM-SO.
MARYLEA NIELSEN, Budget Analyst, LUP-SO.
ELAYNE PARKER, Personnel Management Specialist, SO.
KIM CHRISTENSEN, Criminal Investigator, SO.
KENNETH BROWN, Telecommunication Specialist, Adm.-SO.

Roll Call

REGIONAL OFFICE

Promotion

MARY BENALLY, Assistant Station Director for Administration, Southeastern Research Station (Asheville, North Carolina), from Director, AS

Promotion in Place

KATHY MEYERS, Director, Human Rights and Services

Retirements

MIKE L. HANSON, Staff Forester, Hydrology and Systems Development, R&W
CLEE B. PEARSON, Assistant Regional Coordinator, Fire Management/Fire Operations, A&FM
EARL ALEXANDER, Soil Scientist, R&W
FRANK ELDER, Regional Special Uses Officer, R&L
GEORGE OLSON, Director, Recreation and Lands
KAREN CLARK, Office Management Assistant, PAO
TOM HAGEN, Regional Landscape Architect, R&L

ASHLEY NATIONAL FOREST

Promotion

SHERRY KESSELL, Resource Clerk, Vernal RD, to Resource Assistant, Greys River RD, Bridger-Teton NF

Promotions in Place

MARGARET DOWD, Visitor Information Specialist, Flaming Gorge RD
BYRON LOOSLE, Archeologist, SO
REBECCA WOOD, Range Conservationist, Vernal RD

Retirement

WILLIAM G. "BILL" SIMS, Supervisory Range Conservationist, Roosevelt RD

BOISE NATIONAL FOREST

Promotions

CATHERINE ANDERSON, Administrative Officer, E-SO, to Safety and Health Manager, E-SO
BARBARA HUNG, Personnel Assistant, Wallowa-Whitman NF, R-6, to Personnel Management Supervisor, SO
LUZ MORENO, Information Receptionist, Mountain Home RD, to Personnel Clerk, SO
KAREN MORELAND, Personnel Clerk, INT (Boise), to Purchasing Agent, SO
JOSEPH FROST, Forestry Technician, GIS-SO, to Computer Specialist, GIS-SO

Promotions in Place

LINDA MILLER, Lead Forestry Technician, Lowman RD
MYRA BLACK, Range Conservationist, Lowman RD
ALEXIS COLLINS, Public Affairs Specialist, SO
IDA CAMARENA, Personnel Clerk, SO
BARBARA MORGAN, Outreach and Retention, PM-SO

Reassignments

MELANIE PETERSON, Purchasing Agent, SO, to Administrative Support, Sawtooth NF
DONALD PETERSON, Boise District Ranger, to District Ranger, Sawtooth NF
DIANE MCCONNAUGHEY, Computer Specialist, Lassen NF, R-5, to Computer Specialist, SO-GIS

Transfer Out

RICHARD CABALLERO, Forestry Technician, Dispatch-SO, to Training Specialist, BLM (BIFC)

BRIDGER-TETON NATIONAL FOREST

Appointments

RICHARD W. HAYS, Administrative Officer, Jackson RD
KATHRYN S. NASH, Office Automation Clerk, Jackson RD
DAN ELLISON, Administrative Officer, SO

Promotions

GARY L. POULSON, Forestry Technician, SO, to Forestry Technician, Jackson RD
ROSEMARY HOUSER, Resource Clerk, SO, to Support Services Specialist, Greys River RD
SHIRLEY KESSEL, Civil Engineering Technician, SO, to Resource Clerk, Greys River RD

Reassignments

DAVID F. SWANK, Natural Resource/Recreation Manager, Pinedale RD
ANN MEBANE, Wildlife Biologist, Big Piney RD, to Office Automation Clerk, SO

Resignation

MARTIN FERWERDA, Soil Scientist, SO

CARIBOU NATIONAL FOREST

Appointment

KIMBERLY CHIPMAN, Land Use Planning Specialist, SO

Promotion

JANICE L. HUNT, Voucher Examiner, SO, to Accounting Technician, SO

Reassignments

STEVEN F. ROBISON, Minerals Planning Specialist, RO, to Minerals Planning Specialist, SO
JEANNETTE "ROSE" DAVIS, Public Affairs Officer, SO, from Coconino NF

CHALLIS NATIONAL FOREST

Appointment

FIELDS A. BENDER, Engineering Draftsman, SO

Promotions in Place

LINDA FOSTER, Support Services Specialist, Lost River RD
MARIE SHAFFER, Resource Clerk, Lost River RD
LEON C. JADLOWSKI, Fishery Biologist, SO
DAVID E. REEDER, Wildlife Biologist, SO

Reassignments

CAROL BOYD, Resource Assistant, Payette NF, to Forester, Lost River RD
JANET ANN VALLE, Range Conservationist, Humboldt NF, to Range Conservationist, Lost River RD

DIXIE NATIONAL FOREST

Promotions in Place

CATHY LYNN EVANS, Civil Engineer, SO
SARAH E. RINKEVICH, Wildlife Biologist, SO

Retirement

JOHN O. HOLWAGER, JR., Appraiser, SO

FISHLAKE NATIONAL FOREST

Appointment

VIRGINIA SORENSON, Information Receptionist, SO

Promotion

KREIG RASMUSSEN, Student Trainee (Wildlife Biology), SO, to Wildlife Biologist, Richfield RD

Reassignment

KATHERINE R. KESLER, Clerk/Typist, Fillmore RD, to Information Receptionist, Fillmore RD

Resignations

BETTY STEINFELDT, SCSEP Enrollee, Richfield RD
MARY VERLYN LUND, SCSEP Enrollee, Richfield RD
KATHERINE DAVIS, Information Receptionist, SO

Retirement

MARVIN D. HANSEN, Engineering Equipment Operator, SO

HUMBOLDT NATIONAL FOREST

Appointment

IRENE SMITH, Cartographic Aid, SO

Promotion in Place

ALLEN TAYLOR, Telecommunications Specialist, SO

PAYETTE NATIONAL FOREST

Appointments

KENNETH L. MEYERS, Forestry Technician (Smokejumper)
FRED L. PAVLOVIC, Forestry Technician (Smokejumper)
TEDDY L. SPENCER, Forestry Technician (Smokejumper)
GARY M. MURPHY, Forestry Technician (Smokejumper)
FRANK D. ROMERO, Forestry Technician (Smokejumper)
BRANDFORD M. SANDERS, Forestry Technician (Smokejumper)
MARK C. BRONDUM, Forestry Technician (Smokejumper)
HECTOR H. MADRID, Forestry Technician (Smokejumper)
DENNIS J. GEVING, Forestry Technician (Smokejumper)

Promotion

LOUIS HARTJES, Forestry Technician, Flathead NF, to Forestry Technician (Smokejumper), SO

Promotions in Place

ALMA M. HANSON, Botanist, SO
JOY R. THOMAS, Personnel Management Specialist, SO
DEANNA FLEMMER, Budget Analyst, SO
PATRICK V. TRAINOR, Civil Engineer, SO
CHARLES E. HAWKINS, Criminal Investigator, SO

Reassignments

FREDRICK L. DAUBER, Supervisory Forester, Challis NF, to Krassel District Ranger
KURT G. BECKER, Natural Resource Specialist, Salmon NF, to Natural Resource Specialist, SO
HOLLY B. BECKER, Forestry Technician, Council RD, to Hydrology Technician, Council RD
CHERYL SMULL, Secretary, SO, to Computer Technician, Wallowa-Whitman NF, R-6

SALMON NATIONAL FOREST**Promotion**

JOAN MARKS, Information Receptionist Typing, Salmon RD, to Information Assistant, Salmon RD

Promotion in Place

MICHAEL P. FISCHER, Lead Forestry Technician, Salmon RD

Reassignments

CONSTANCE M. WALTER, Office Automation Clerk, Cobalt RD, to Office Automation Clerk, SO
JOAN A. MARKS, Information Assistant, Salmon RD, to Resource Clerk, Salmon RD
SHARON H. HENNIG, Resource Clerk, Salmon RD, to Business Management Assistant, Salmon RD

SAWTOOTH NATIONAL FOREST**Reassignment**

PAUL RIES, Area Ranger, Sawtooth NRA, from District Ranger, Spearfish RD, Black Hills NF, South Dakota

Retirement

DALE LAMM, Range Technician, Fairfield RD

TARGHEE NATIONAL FOREST**Promotions**

RHONDA HELZNER, Fishery Biologist, Yankee Fork RD, to Supervisory Natural Resource Specialist, Teton Basin RD
TIMOTHY J. KAMINISKI, Wildlife Biologist, Dillon RD, to Wildlife Biologist, SO

Promotions in Place

GARY DEAN, Fishery Biologist, Palisades RD
ELLEN SPICKERMAN, Hydrologist, Palisades RD

Resignations

NADINE BRANSON, Wildlife Biologist, Teton Basin RD
RAYMOND DAVID, Public Affairs Specialist, SO

Retirements

EUNICE OLSON, Resource Specialist, SO
BRYANT CHRISTENSEN, Branch Chief, Range/Wildlife/Watershed, SO

WASATCH-CACHE NATIONAL FOREST**Appointments**

HENRY PETERSON, Survey Technician, E
PEGGY LINN, Environmental Education Coordinator, Logan RD

Promotions in Place

NANCY BRUNSWICK, Coop Landscape Architect, R&L
MEAD HARGIS, Outdoor Recreation Planner, Kamas RD

Reassignments

MARCI BODELL, Personnel Assistant, SO, to Support Services Specialist, Salt Lake RD
MARIANNE AUSSERESSES, Support Services Specialist, SO, to Personnel Assistant, SO
JOREEN HALL, Support Services Specialist, Salt Lake RD, to Support Services Specialist, SO
WILLIAM L. THOMPSON, Biologist, R&L-RO, to Logan District Ranger

Resignation

KARLA PRUDENT, Information Receptionist, Logan RD

OBITUARIES

REVA HORNE HICKS passed away August 29, 1992, after a courageous battle with cancer. She was the Information Receptionist for the Supervisor's Office and Richfield Ranger District, Fishlake National Forest. Reva started working for the Forest Service in July 1985. She was very friendly and helpful to everyone she came in contact with. Her co-workers miss her and her wonderful smile.

MADELINE WATKINS YORGASON passed away November 26, 1992. Madeline left Illinois when she was 2 years old to come to Ogden, Utah, where she lived out her life except for a 2-year LDS mission to Norway in 1958-59. She was employed at the Naval Supply Depot, General Mills and retired from the Support Staff in the Timber Management Staff of the Inter-mountain Regional Office of the Forest Service in 1986.

COLONEL (RETIRED) ARVAL L. ANDERSON, 90, died January 21 at a Colorado care center. He was reared and educated in Idaho and graduated from the University of Idaho. He entered active duty for the Army in March of 1942. He organized and commanded the Ogden Adjutant General Depot until the end of the war. At that time, he returned to work for the Forest Service. He later worked for the Idaho Highway Department and the Republic of China. He was a member of the Kiwanis Club and the Western Association of State Highway Officials.

VIOLA ERNSTROM EVANS, 83, died January 26 at her home. She was born and educated in Ogden, Utah. She worked for the First Security Bank and was secretary for Mountain Fuel Supply. She retired from the Forest Service after 25 years of service.

BLACKY FOSTER HOUSE MAKES NATIONAL REGISTER

The Blacky Foster House, also known as the Johnny Briggs Cabin and the Smith Gulch Cabin, has been listed on the National Register of Historic Places. It was nominated by Salmon National Forest Supervisor John Burns on July 1, 1991, and officially placed on the National Register on April 10, 1992. Although the building is on the West Fork Ranger District of the Bitterroot National Forest, it is in a part of the Frank Church-River of No Return Wilderness managed by the Salmon National Forest. It is only accessible by pack trail or boat.

Located beside the Salmon River near Smith Gulch, this single-room log cabin with its gable roof is somewhat unusual because its walls were constructed of vertical logs. Built with hand tools upon a foundation of flat stones and adobe mortar, the cabin boasts a root cellar accessed by a trap

door in a floor made from scow boards. Since river scows could not be taken back upriver after completing their voyages, they were often dismantled and used in construction or repairs. Thanks to several re-roofings by Norm Guth, an outfitter and guide who operates out of Smith Gulch, the cabin is well preserved.

Built by Blacky Foster in 1930 as part of his placer operation, the cabin is historically significant because of its association with the distinctive lifestyle of the Salmon River Breaks. From the late 1800's to the 1940's, this isolated area supported a loosely-knit community of small homesteads and placer mining operations along the Salmon River, with trading going on by flatboat. From 1929 to 1941, hard times brought newcomers to the Salmon River. To support their families, inhabitants built an economy based on agriculture, mining, hunting, and

fishing. There was a shared sense of isolation, individualism and self-reliance in this Wilderness.

Blacky Foster lived in his cabin until after World War II, making improvements and planting fruit trees and an iris bed. Joined by his son, Willard, in 1946, he continued mining until sometime after 1948 when he and his son returned to their original home in the Bitterroot Valley. Johnny Briggs, a miner and cougar hunter, then moved into the cabin, locating a placer claim at Smith Gulch in 1952. When the bounty on cougars was dropped, Johnny left the River and Dan Lord, who cooked and boated for well-known riverman Don Smith, lived in the cabin for two winters. Today, it stands empty.

Since many Salmon River structures built at about the same time are now in ruins, Blacky's cabin is valuable as

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an example of a typical, local Depression-era dwelling. Owner-built, the cabins often were experimental in design and construction. Windows were set horizontally into simple dimensional lumber, eliminating the need for sash weights. Foundations and cellars were of local stone. Most faced the River and included outlying outhouses, sheds, small barns, placer mining ditches and excavations, trails, orchards, rock retaining walls and gardens. The Blacky Foster House, with its vertical log walls, readily captures the spirit of individualism and the inventiveness of River dwellers.



Louise Brannon
Salmon National Forest

*The Blacky Foster House has been listed on the
National Register of Historic Places.*